

**Navy Personnel Research, Studies, and Technology Department**  
**Navy Personnel Command** (NPRST/PERS-1)  
Millington, TN 38055-1000 NPRST-TN-02-3 September 2002



# **1999 Navy Quality of Life: Survey Results**

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**20020924 042**



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<b>REPORT DOCUMENTATION PAGE</b>				Form Approved OMB No. 0704-0188	
Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing this collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports (0704-0188), 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number. <b>PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ADDRESS.</b>					
<b>1. REPORT DATE (DD-MM-YYYY)</b> 09-30-2002		<b>2. REPORT TYPE</b> Final		<b>3. DATES COVERED (From - To)</b> Jan through Sep 1999	
<b>4. TITLE AND SUBTITLE</b> 1999 Navy Quality of Life: Survey Results				<b>5a. CONTRACT NUMBER</b>	
				<b>5b. GRANT NUMBER</b>	
				<b>5c. PROGRAM ELEMENT NUMBER</b>	
<b>6. AUTHOR(S)</b> Gerry L. Wilcove Michael J. Schwerin				<b>5d. PROJECT NUMBER</b>	
				<b>5e. TASK NUMBER</b>	
				<b>5f. WORK UNIT NUMBER</b>	
<b>7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)</b>  Navy Personnel Research, Studies, and Technology Navy Personnel Command 5720 Integrity Drive Millington, TN 38055-1400				<b>8. PERFORMING ORGANIZATION REPORT NUMBER</b> NPRST-TN-02-3	
<b>9. SPONSORING / MONITORING AGENCY NAME(S) AND ADDRESS(ES)</b> Chief of Naval Personnel Washington Annex Washington, DC 20372				<b>10. SPONSOR/MONITOR'S ACRONYM(S)</b> CNP	
				<b>11. SPONSOR/MONITOR'S REPORT NUMBER(S)</b>	
<b>12. DISTRIBUTION / AVAILABILITY STATEMENT</b> A - Approved for public release; distribution is unlimited.					
<b>13. SUPPLEMENTARY NOTES</b>					
<b>14. ABSTRACT</b> One purpose of this study was to determine the perceptions that Sailors have of quality of life (QOL) in the Navy. A second purpose was to determine if Sailors intending to remain in the Navy at their next decision point reported more favorable perceptions of QOL than Sailors who intended to leave, and if so, in which areas of "life domains." Results were based on returned surveys from 3565 Sailors—part of a randomly selected sample. Analyses focused on domains as a whole and on specific aspects of them. Enlisted rated 9 of 11 domains favorably. Shipboard Life received negative ratings. Officers rated all domains favorably, with the exception of Shipboard Life (lukewarm ratings). Enlisted and officer "stayers" (planned to stay in the Navy) rated Shipboard Life and Military Job more favorably than "leavers." Enlisted stayers were more favorable than leavers on all the aspects of Shipboard Life—officer stayers on 8 of 12. Enlisted stayers were more favorable than leavers on all the aspects of Military Job—Officer stayers 9 of 12. It was concluded that the Navy Life Domains Questionnaire is a useful tool for measuring QOL in the Navy and identifying specific aspects that need improvements.					
<b>15. SUBJECT TERMS</b> Quality of life, life domains, life needs, shipboard life, retention					
<b>16. SECURITY CLASSIFICATION OF:</b>			<b>17. LIMITATION OF ABSTRACT</b>  UNLIMITED	<b>18. NUMBER OF PAGES</b>  41	<b>19a. NAME OF RESPONSIBLE PERSON</b> Kay Bailey
<b>a. REPORT</b> UNCLASSIFIED	<b>b. ABSTRACT</b> UNCLASSIFIED	<b>c. THIS PAGE</b> UNCLASSIFIED			<b>19b. TELEPHONE NUMBER (include area code)</b> 901-874-2115 (DSN 882)

## FOREWORD

The 1999 Navy Quality of Life (QOL) Domain Survey was mailed to a sample of enlisted and officers in January 1999 with data collection closing in April 1999. The 1999 QOL survey addresses overall quality of life in the Navy in 12 life domains—Residence, Neighborhood, Leisure and Recreation, Shipboard Life, Health, Friends and Friendships, Relations with Relatives, Marriage/Intimate Relationship, Relations with Children, Standard of Living/Income, One's Military Job, and Personal Development. Additional survey questions focused on retention intent, PERSTEMPO, as well as respondent demographics.

This survey was funded by and conducted for the Chief of Naval Personnel (N1). Results of this study have been briefed to the Chief of Naval Personnel, Deputy Chief of Naval Personnel, Assistant Commander Navy Personnel Command for Personal Readiness and Community Support (PERS-6), the Principal Deputy to the Assistant Secretary of the Navy for Manpower and Reserve Affairs, and the Naval Research Advisory Committee.

The authors wish to thank the Project Officers, CDR Arthur Cotton and CDR Phillip Gonda (PERS-00N), and Mr. Murrey Olmsted (PERS-14) for their assistance in this project.

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# Summary

## Problem

The Chief of Naval Operations, ADM Vernon Clark, has stated: "In the Fleet they're talking about quality of service. Quality of service is the combination of quality of life and quality of work. Here's my promise...I intend to lead a Navy that holds quality of service for Sailors, for their quality of life and their quality of work, as a top priority in mission and combat readiness" (2000). For Navy leadership to reach this goal, current data are needed to identify areas in which improvement needs to be made. To this point, however, little systematic research has been conducted on this topic to help direct policy and resource allocation decisions.

## Objectives

One purpose of this study was to determine the perceptions that Sailors have of quality of life (QOL) in the Navy. A second purpose was to determine if Sailors intending to remain in the Navy at their next decision point reported more favorable perceptions of QOL than Sailors who intended to leave, and if so, in which areas or "life domains." A third, downstream goal of the QOL Research Program is to develop a QOL Index constructed from QOL measures of key areas of Navy life/life domains. All three sources of information could be used by leaders and managers when making policy and resource allocation decisions.

## Procedure

The 1999 U. S. Navy Life Domains Questionnaire served as a source of data. It addressed satisfaction in 12 life domains, such as Military Job, Shipboard Life, Standard of Living/Income, Personal Development, Marriage/Intimate Relationship, and Relationship with Children. It also asked Sailors to indicate how likely it was that they would remain in the Navy at their next decision point. Based on their responses, Sailors were classified as "stayers" or "leavers."

A random sample of 17,000 enlisted and officers were mailed the survey, with data collection occurring from January to April 1999. A total of 3,565 surveys were completed, a 27 percent return rate when adjusted for non-deliverable surveys. Two weighting schemes—non-response adjustment and weighting class adjustment—were employed to increase the probability that results would be representative of the Navy as a whole. Given the nature of these schemes, practical significance was defined and used as the standard for evaluating results.

## Findings

1. Enlisted rated 9 of 11 domains in a positive fashion, with the most favorable being Marriage/Intimate Relationship. They rated Military Job and Standard of Living/Income mid-way between positive and negative (i. e., "neutrally"). Shipboard Life was rated in a negative fashion. Enlisted were neutral when asked about their overall quality of life. A possible explanation for the seeming discrepancy between domain and overall results is offered in the report.

2. Officers rated all domains in a positive fashion, with the exception of Shipboard Life which received neutral ratings. Officers rated overall quality of life in the Navy in a favorable fashion.
3. Enlisted stayers rated Shipboard Life and Military Job more favorably than leavers. Enlisted stayers also rated overall quality of life in the Navy more favorably than leavers.
4. Enlisted stayers were significantly more favorable than leavers on all the aspects of Shipboard Life. The two largest differences were obtained for mess area and food and feeling part of a work team/division. Stayers rated working area, feeling part of a work team/division, the opportunity to get together with friends aboard ship, and the gym/physical fitness equipment in a positive fashion. In contrast, Leavers did not rate any of the aspects favorably, ratings being either neutral or negative. The most negative leaver ratings were reserved for privacy and showers and heads.
5. Enlisted stayers were more favorable than the leavers on all the aspects of Military Job. The greatest differences were found for personal growth and development, feeling of accomplishment, and job challenge. Stayers and leavers both gave job security positive ratings. The perceptions of both stayers and leavers were most negative for pay and benefits.
6. Officer stayers rated Shipboard Life and Military Job more favorably than leavers. Officer stayers also rated overall quality of life in the Navy more favorably than leavers.
7. Officer stayers viewed 8 of 12 aspects of Shipboard Life more favorably than leavers. The largest differences were obtained for feeling part of a work team/division, being able to get together with friends aboard ship, and shipboard services. Stayers were either neutral in their attitudes or favorable. Leavers perceived showers and heads negatively and were neutral towards all other aspects of Shipboard Life.
8. Officer stayers responded more favorably than leavers to 9 of 12 aspects of Military Job. The largest differences were obtained for personal growth and development, feeling of accomplishment, and leadership provided by superiors. Stayers rated all aspects of Military Job in a positive manner, with the exception of pay and benefits which they viewed in a neutral fashion. Leavers rated four aspects in a positive fashion, and rated leadership provided by superiors lowest.
9. Preliminary results pointed towards Military Job, Standard of Living/Income, Marriage/Intimate Relationship, and Personal Development as leading domains for an Overall Quality of Life Index.

## **Conclusions**

1. Although enlisted rated their experiences in most domains in a favorable fashion, additional work is needed to reconcile such results with their neutral reaction to overall quality of life. It is proposed that the low ratings given to Shipboard Life and Military Job heavily influenced their overall perceptions of the Navy.
2. The ambivalent responses of officers to Shipboard Quality of Life, in combination with the enlisted result, indicates that additional improvements are warranted in this domain. Results between enlisted stayers and leavers suggest as possibilities the mess area and food, and feeling part of a work team/division. For officers, feeling part of a work team/division, being

able to get together with friends aboard ship, and shipboard services (e.g., ship's store, post office, and laundry) represent opportunities for improvement.

3. Differences between enlisted stayers and leavers target those aspects of Military Job that need improvement (e.g., personal growth and development). Results for both officer stayers and leavers pointed to leadership of superiors as an area that needs to be improved.

4. The Navy Life Domains Questionnaire is a useful tool for measuring quality of life in the Navy and identifying specific aspects that need improvement.

5. Results from the next administration of this questionnaire should be compared with the 1999 results to determine if improvements have been made and if not, where additional actions should be directed.

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# **Introduction**

## **Problem**

Navy leaders recognize the sacrifices that Sailors and their families make to help the Navy meet its mission. Leaders also recognize that Navy personnel are required to place themselves in harm's way as they train and defend our national interests. Difficult and potentially dangerous missions require a Fleet that is fully manned and trained to accomplish the task at hand. In taking the helm as the Chief of Naval Operations, Admiral Vernon Clark, emphasized the importance of maintaining quality of life in order to enhance mission readiness and Sailor retention. "In the Fleet they're talking about quality of service. Quality of service is the combination of quality of life and quality of work. Here's my promise: Mr. Secretary, I intend to lead a Navy that holds quality of service for Sailors, for their quality of life and their quality of work, as a top priority in mission and combat readiness." (2000)

## **Objectives**

One purpose of this study was to determine the perceptions that Sailors have of quality of life (QOL) in the Navy. A second purpose was to determine if Sailors intending to remain in the Navy at their next decision point reported more favorable perceptions of QOL than Sailors who intended to leave, and if so, in which areas or "life domains." A third, downstream goal of the QOL Research Program is to develop a QOL Index constructed from QOL measures of key areas of Navy life/life domains. All three sources of information could be used by leaders and managers when making policy and resource allocation decisions.

## **Background**

### **Civilian QOL Research**

Campbell, Converse, and Rodgers (1976) and Andrews and Withey (1976) are generally credited with initiating the first comprehensive look at quality of life. Campbell and his colleagues introduced a "portfolio of domain satisfaction measures" that they believed applied to most people. The life needs that were selected as the main life domains included satisfaction with work (including housework), housing, health, neighborhood, friendships, marriage, family life, amount of education, and savings.

Andrews and Withey (1976) developed a questionnaire that addressed "domains of life concerns." In the development, they used open-ended questions, structured interviews, and published lists of social indicators (e.g., U.S. Department of Health, Education, and Welfare, 1969) and individual values (e.g., Allport & Vernon, 1931; Cantril, 1965; Morris, 1942, 1956; Rokeach, 1973; Thurstone, 1959). Results from this research identified seven supra-ordinate categories comprised of 22 concerns:

- Oneself and personal life (self-efficacy, amount of personal time, leisure, health, physical exercise),
- One's family (marriage, things to do with family, close adult relatives),

- Relations with other people (fair treatment by others, acceptance, admiration, other's sincerity and honesty),
- Economics (income, living standard, house, apartment, job, costs, taxes),
- The local area (safety, security from theft, community, neighborhood, local government, local weather),
- The larger society (society's standards national government, mass media), and
- Other (religious faith, fulfillment, way you get around).

Since the 1970s, a number of other efforts have empirically developed QOL taxonomies, including Verwayen (1980); Bestuzhey-Lada (1980); Murrell, Schulte, Hutchins, and Brockway (1983); Glatzer (1987); Evans and Cope (1989); and Cummins (1996). Common to most of these studies were life needs/domains that reflect the following human needs: work, leisure, health, financial situation, relations to family members, relations with friends, social and physical environment, and aspects of self-fulfillment.

Hart (1999), in a study of police, further refined the study of QOL by separating life needs into two spheres: work and non-work. The workplace measures assessed job satisfaction, while non-work measures addressed a variety of domains—marriage or other significant relationship, health, family life, neighborhood, sex life, housing, friendships, education, standard of living, and leisure activities. Structural equation modeling confirmed that each sphere (work and non-work) contributed significantly to overall perceptions of QOL and were not significantly related to each other.

### **Navy and Marine Corps QOL Research**

Booth-Kewley and Thomas (1993) were the first to study QOL in the U. S. Navy. Results indicated that respondents were most satisfied with Relations with Your Children, Marriage/Romantic Relationship, and Health. They were most dissatisfied with Income/Standard of Living, Neighborhood, Community, and the Way the Navy has Treated You.

In a study with U. S. naval personnel, Wilcove (1994) found that the following domains (in descending order) accounted for the greatest amount of variance in overall perceptions of QOL: work satisfaction, opportunities for personal development and outside interests, relationships with friends (true only for individuals without children), and living quarters.

Craiger and Weiss (1997) attempted to classify stayers and leavers (those who actually remained in the Navy and those who actually left) using demographic and QOL survey variables. Classification techniques included artificial neural networks, fuzzy ARTMAP, and discriminant analysis. Discriminant analysis produced the most accurate classifications. Gender, marital status, parental status, shore or sea duty, and time served in the Navy constituted the demographic variables. Overall satisfaction scores for all the domains, plus overall QOL, served as the QOL variables. In the cross-validation sample, 52 percent of the leavers and 82 percent of the stayers were correctly classified. These percentages were significantly better, both statistically and practically, than would be obtained using a base rate approach.

Kerce (1995) evaluated QOL among U.S. Marine Corps personnel. QOL was evaluated in 11 life domains identified in interviews with Marine Corps personnel and a review of the civilian

literature. In Kerce's conceptual model, domains were related to overall QOL, which in turn was related to several organizational outcomes. Structural equation modeling was conducted separately for married Marines with children, married Marines without children, and single Marines without children. Support was found for the model, the domains and outcomes emerging as significant varying as a function of the demographic group. This same basic result was replicated by White, Baker, and Wolosin (1999) in a second study with U.S. Marines.

## Method

### Survey

The 1999 U. S. Navy Life Domains Questionnaire was adapted from Kerce's Marine Corps and Quality of Life 1993 Member Questionnaire. A copy of the Navy Life Domains Questionnaire used in the current study is appended (Appendix A). The first section of this Navy questionnaire was composed of personal and career background items. The study focused on one key background variable—paygrade (i.e., whether Sailors were enlisted or officers). The rest of the questionnaire included items and scales related to overall QOL, life domains and the aspects that comprise them, and organizational outcomes. Those items and scales that were central to the study are elaborated in Table 1 and the text below.

Overall QOL was measured by items and scales designated as “affective” or “cognitive.” These terms are viewed as relative designations, since there are probably no QOL measures that exclusively tap the affective and the cognitive reactions of individuals to their environment. One affective measure was The Life Characteristics Scale (Campbell et al., 1976). It was composed of seven semantic-differential response scales anchored by pairs of connotative adjectives. Satisfaction measures, which tap more of the cognitive reaction than do affective measures (Andrews & Withey, 1976; Kerce, 1995), were also employed. An example is The Satisfaction with Life Scale that was developed by Diener, Emmons, Larsen, and Griffin (1985). Six measures in all were presented in the survey to assess overall QOL.

The survey asked Sailors to rate their QOL in 12 domains:

- Residence
- Neighborhood
- Leisure and Recreation
- Shipboard Life
- Health
- Friends and Friendships
- Marriage/Intimate Relationship
- Relationship with Children
- Relationship with Relatives
- Standard of Living/Income
- Military Job
- Personal Development.

Items for Shipboard Life were newly developed for this survey based on attendance at the 1998 Shipboard Habitability Conference in San Diego, the work of Pugh and Gunderson (1975) on shipboard environmental conditions, and a tour of the USS *Decatur*. Other than the work of Pugh and Gunderson, the research literature was bereft of relevant studies.

For each domain, an overall cognitive item asked individuals how satisfied they were overall with their experiences in that domain. An overall affective item asked individuals how they felt overall about a given domain. Response options ranged from “delighted” to “terrible.” A set of



aspects characterizing each domain was included in the survey, together with Likert-type satisfaction response options. Table 1 presents some of those aspects for Military Job and Shipboard Life.

A career-continuance item asked: "At the next decision point, how likely is it that you will remain in the Navy?" A 5-point likely-unlikely response scale was provided.

### **Data Collection**

The SPSS (Statistical Package for the Social Sciences) "Sample" command was used to randomly select enlisted and officers by paygrade for the survey. Several factors determined the number of individuals selected for each paygrade, including recent response rates of paygrade groupings (e.g., O1–O3), the level of precision that would result from expected returns, the proportion of Sailors in the population, the need to over-sample junior enlisted because of their low response rate, and the need to conduct subgroup analyses later within paygrade. Sailors were only eligible to be selected if they were on active duty and their projected rotation date (PRD) was at least three months later than the expected mailing date.

Consideration of these factors led to a randomly selected sample of 17,000 stratified by paygrade—approximately 12,000 enlisted and 5,000 officers. Surveys were mailed in January 1999, with an April cutoff date. A total of 3,565 surveys were completed and returned, a 27 percent return rate when adjusted for non-deliverable surveys.

### **Data Analysis**

The 7-point Likert-type response scales (satisfied/dissatisfied; agree/disagree) were coded from 1 (the most negative) to 7 (the most positive), the midpoint being coded as 4 (neutral). Codes of 1 and 2 were collapsed in some of the analyses and treated as "negative" responses, and codes 6 and 7 were collapsed and treated as "positive" responses. When means were obtained for scales, values of 1–3.5 were treated as negative responses, 3.6–4.5 as neutral responses, and 4.6 or greater as positive responses.

An overall QOL score was computed for each individual by: (1) adding the numerically coded responses to the overall QOL items, plus the means obtained for the Satisfaction with Life Scale and the Life Characteristics Scale, and then (2) taking the average of these data.

**Table 1.**  
**Concepts and Measures in the Study**

Concept	Number of Measures	Types of Measures	Description/Examples	Response Options
Overall QOL	6			
Affective Component	2	Scale	Life Characteristics Scale (Campbell, Converse, & Rodgers, 1976) <ul style="list-style-type: none"> <li>▪ Boring-Interesting</li> <li>▪ Friendly-Lonely</li> <li>▪ Useless-Worthwhile</li> </ul>	7-point response scale
		Item	How do you feel about your life as a whole?	7-point from terrible to delighted
Cognitive Component	3	Scale	Satisfaction with Life Scale (Diener, Emmons, Larsen, & Griffin, 1985) <ul style="list-style-type: none"> <li>▪ In most ways, my life is close to ideal.</li> <li>▪ The conditions of my life are excellent.</li> <li>▪ I am satisfied with my life.</li> </ul>	7-point agree-disagree
		Item	How satisfied are you with your life overall?	7-point satisfied-dissatisfied
		Item	Which of the following best describes how you think of your life at this time?	7-point from an ideal life to a miserable life
Comparative Component	1	Item	Think of a friend that you know well and who is about your age. How does your life as a whole compare to your friend's life?	7-point from a lot worse to a lot better

Concept	Number of Measures	Types of Measures	Description/Examples	Response Options
Domain QOL (2 examples)	14			
Military Job	2	Item	Overall, how are you feeling these days about your job?	7-point from terrible to delighted
Overall		Item	How satisfied are you with your job overall?	7-point satisfied-dissatisfied
Aspects of Domain	12	Item	How satisfied are you with: <ul style="list-style-type: none"> <li>Your peers and co-workers</li> <li>The feedback you get from others</li> <li>The amount of job security you have?</li> </ul>	7-point satisfied dissatisfied
Shipboard Life	10			
Overall	2	Item	Overall, how are you feeling these days about your job?	7-point from terrible to delighted
Aspects of Domain	8	Item	How satisfied are you with your job overall?	7-point satisfied-dissatisfied
		Item	How satisfied are you with: <ul style="list-style-type: none"> <li>The mess area and food?</li> <li>Working area?</li> <li>Privacy?</li> <li>Shipboard services?</li> </ul>	7-point satisfied-dissatisfied
Continuance in Navy	1	Item	At your next decision point, how likely is it that you will remain in the Navy?	5-point from very likely to very unlikely

In previous research, the overall affective and cognitive items were combined to produce a domain score (the person's overall evaluation of QOL in that domain). To increase both the validity and the reliability of that score, the cognitive information supplied by the domain's aspects was added to the calculation as follows:

$$\text{DOMAIN SCORE} = (\text{overall affective item} + \text{Grand Cognitive mean})/2$$

where

$$\text{Grand Cognitive mean} = (\text{overall cognitive item} + \text{cognitive aspects mean})/2$$

For example, suppose the response to the overall cognitive item (second line of the algorithm) were 4 and the mean of the responses to the aspects were 6. Six (6) would be divided by 2 yielding 3—the Grand Cognitive mean—which represents the average cognitive evaluation of the domain. Suppose further that the response to the overall affective item were 6. Adding the 6 to the 3 of the Grand Cognitive mean yields 9. The 9 is then divided by 2, thereby giving equal weight to the affective and cognitive evaluations of the individual, producing the DOMAIN SCORE of 4.5.

For the career-continuance item, individuals selecting a 1 or 2 ("very unlikely" or "unlikely" to remain in the Navy at their next decision point) were classified as Leavers for analysis purposes, and individuals selecting 4 or 5 ("very likely" or "likely" to remain) were classified as Stayers.

Two weighting procedures—non-response adjustment and weighting class adjustment—were employed to increase the likelihood that enlisted and officer results would be representative of their populations (Lohr, 1999; pp. 266-267). That is, for each paygrade, the base rate was multiplied by the non-response rate and that product was used to weight survey responses.

For example, the base rate for E-3s was 8.99 (the population  $N$  was divided by the  $N$  of the mailout sample). The non-response rate (i.e., the reciprocal of the response rate) was 13.41. The product of these statistics was 120.56, which was used to weight the responses from E-3s. Since there were 271 E-3s who completed questionnaires, that number was multiplied by 120.56 yielding 32,672 which was the population  $N$ . Since this approach was followed for every paygrade, it was as if the entire populations of enlisted and officers had completed the survey. In that situation, significance tests between group means are less useful than other criteria. Thus, practical significance—a difference in means of  $\geq .5$ —was used to evaluate results.

SPSS was employed to generate means, percentages, and correlations. Analyses were conducted for enlisted as a group and officers as a group. Analyses conducted to describe the demographic characteristics of the respondent sample were done on unweighted data. Reliability coefficients for the scales and all other analyses were conducted on weighted data.

## Results and Discussion

### Respondent Sample

Table 2 gives a breakdown (before weighting) of the respondent sample by paygrade, duty type, marital status, and parental status. Enlisted respondents were primarily concentrated within

the E4-E6 and E7-E9 paygrades. Commissioned officers were fairly equally divided among the O1-O3 and O4-O6 paygrades. Although Sailors were broken down by sea and shore billets, the numbers presented for sea billets include only those completing the survey while serving aboard ship (at sea or in port). Those serving aboard ship were of special interest because they were in a position to rate their current experiences with shipboard life. Parental status was of interest because of the inclusion in the survey of a domain addressing the relationship that Sailors had with their children. Substantial percentages of both enlisted and officers were parents.

**Table 2.**  
**Demographic Breakdown of Respondents**

Variable	Enlisted		Officers	
	Percent	Number of Respondents	Percent	Number of Respondents
Paygrade				
E2 and E3	15	339	---	---
E4-E6	47	1,042		
E7-E9	38	831	---	---
Chief Warrant	---	---	7	94
O1-O3	---	---	45	596
O4-O6	---	---	48	627
Duty Type				
Sea Billet <sup>a</sup>	48	794	20	217
Shore Billet	52	872	80	877
Marital Status				
Single	35	760	20	268
Married	65	1,446	80	1,048
Parental Status				
No children	53	1,173	45	586
Children	47	1,039	55	732

*Note.* Demographic variables are not mutually exclusive. Data were unweighted.

<sup>a</sup>Only includes Sailors serving aboard ship.

### **Reliability of Scales**

Table 3 presents the Cronbach alpha coefficients which indicate the degree of consistency among the measures used to compute the overall QOL and domain scores. All the obtained coefficients were high. The Overall QOL Scale was composed of six components: four items and the Satisfaction with Life Scale and the Life Characteristics Scale. All the domain scales were composed of three components: the overall affective item, the overall cognitive item, and the mean of the domain's aspects. Domains are organized in the table according to the order in which they appear in the survey (see Appendix A).

**Table 3.**  
**Overall QOL and Domain Scale Reliabilities**

Scale	Reliability Coefficient	Mean	Standard Deviation
Overall QOL	.88	4.2	.9
Domain			
Residence	.95	4.9	1.3
Neighborhood	.95	4.8	1.2
Leisure and Recreation	.91	4.7	1.2
Shipboard Life	.93	3.2	1.2
Health	.95	4.9	1.2
Friends and Friendships	.93	5.0	1.1
Marriage/Intimate Relationship	.94	5.6	1.4
Relationship with Children	.84	5.6	1.1
Relationship with Relatives	.92	5.2	1.2
Standard of Living/Income	.92	3.9	1.4
Military Job	.94	4.2	1.3
Personal Development	.89	5.2	.9

*Note.* The Overall QOL Scale was composed of six components: four items and the Satisfaction with Life Scale and the Life Characteristics Scale. All the domain scales were composed of three components: the overall affective item, the overall cognitive item, and the mean of the domain's aspects.

### **Enlisted and Officer Opinions**

Table 4 presents the enlisted mean scores for overall QOL and the domains. A mean of 4.1 was obtained for overall QOL, indicating that Sailors possessed a neutral attitude (midway between positive and negative) toward their experiences in the Navy. Interestingly, this overall score is inconsistent with Sailor's ratings of the domains. That is, nine of the domains were rated in a positive fashion (4.6 or higher), ranging from 4.7 (Neighborhood and Leisure and Recreational Activities) to 5.6 (Marriage/Intimate Relationship). It may be that Sailors gave a disproportionate weight or degree of importance to lower rated domains when evaluating overall QOL (see Shipboard Life, Military Job, and Standard of Living).

**Table 4.**  
**Enlisted Mean Scores for Overall QOL and Domain Scales**

Domain	Mean <sup>a</sup>	Standard Deviation
Overall QOL	4.1	1.0
Domain		
Residence	4.9	1.3
Neighborhood	4.7	1.2
Leisure and Recreation	4.7	1.2
Shipboard Life	3.1	1.2
Health	4.9	1.2
Friends and Friendships	5.0	1.1
Marriage/Intimate Relationship	5.6	1.4
Relationship with Children	5.5	1.1
Relationship with Relatives	5.2	1.2
Military Job	4.1	1.3
Standard of Living/Income	3.7	1.3
Personal Development	5.1	1.0

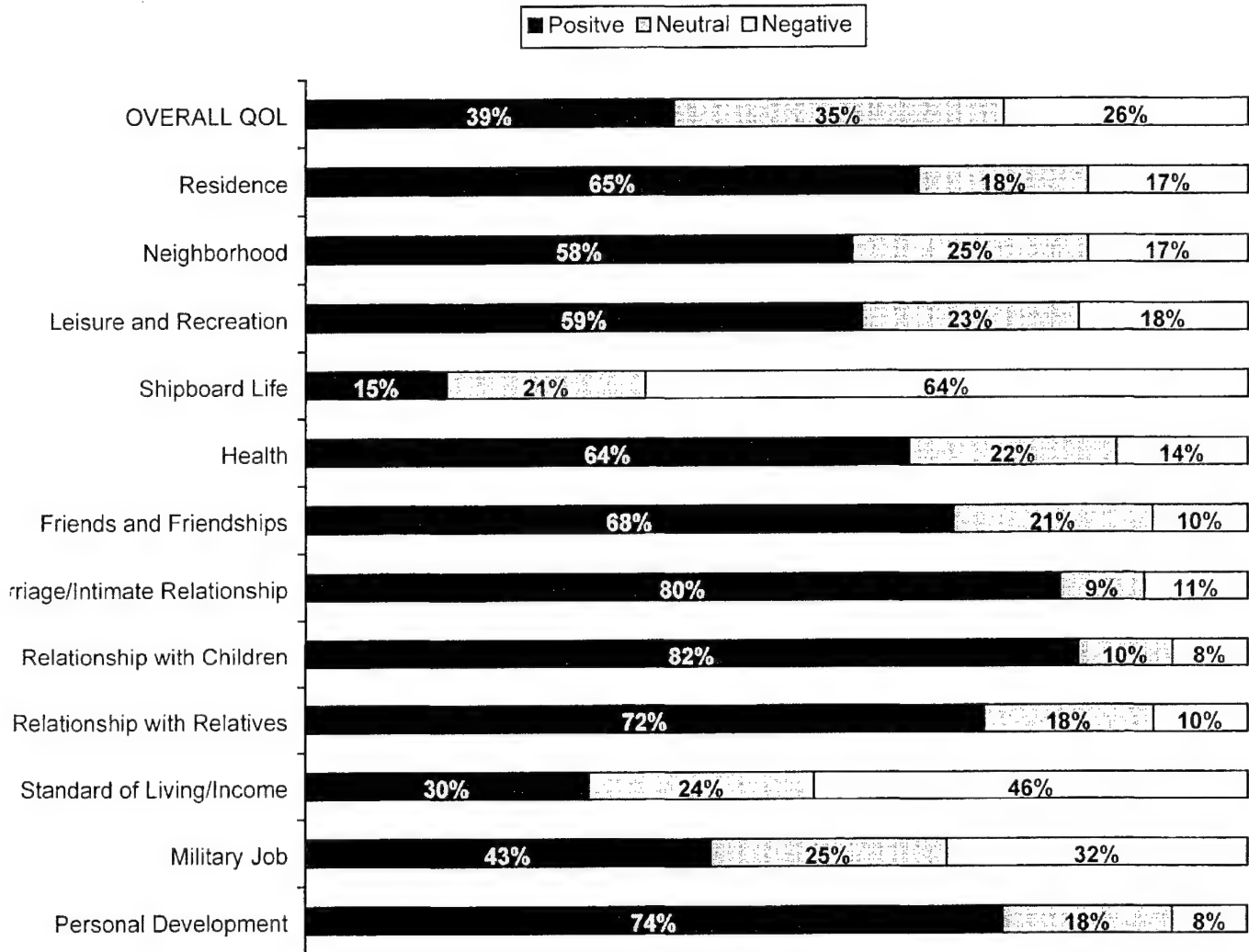
<sup>a</sup>Response scale ranges from 1 (most negative) to 7 (most positive) with 4 as the midpoint (neutral).

In Figure 1, Sailors' ratings of overall QOL and the domains are converted into percentages (i.e., the percentage of individuals holding positive, neutral, or negative attitudes). For example, it was found that 39 percent of respondents had a positive attitude toward overall QOL in the Navy, 35 percent had a neutral attitude, and 26 percent had a negative attitude. Eighty-two percent of enlisted respondents rated Relationship with Children in a positive fashion, the corresponding percentage for Marriage/Intimate Relationship being 80 percent. On the other side of the ledger, only 15 percent rated Shipboard Life in a positive fashion, followed by 30 percent for Standard of Living/Income and 43 percent for Military Job. The reader is referred to the percent of negative responses that are also instructive (e.g., 64% rated Shipboard Life in a negative fashion).

Table 5 presents officer mean scores for overall QOL and the domains. A positive mean score was found for overall QOL (4.7). Again, however, many of the domain scores were more positive than the score for overall QOL. As with enlisted, the lowest scores were obtained for Shipboard Life (3.8), Military Job (4.7), and Standard of Living/Income (4.9).

Transforming the mean scores into percentages (see Figure 2), one finds that 64 percent of officers rated overall QOL in the Navy in a positive fashion. Four domains, such as Relationship with Children and Marriage/Intimate Relationship, yielded higher percentages of positive responses than overall QOL. In contrast, only 34 percent rated Shipboard Life in a positive fashion.

**Figure 1.**  
**Enlisted Ratings of Overall QOL and Domains**





**Table 5.**  
**Officer Mean Scores for Overall QOL and Domain Scales**

<b>Domain</b>	<b>Mean<sup>a</sup></b>	<b>Standard Deviation</b>
Overall QOL	4.7	.9
Domain		
Residence	5.4	1.2
Neighborhood	5.4	1.0
Leisure and Recreation	4.9	1.1
Shipboard Life	3.8	1.3
Health	5.2	1.1
Friends and Friendships	5.1	1.1
Marriage/Intimate Relationship	5.9	1.2
Relationship with Children	5.7	.9
Relationship with Relatives	5.3	1.0
Standard of Living/Income	4.9	1.1
Military Job	4.7	1.3
Personal Development	5.5	1.0

<sup>a</sup>Response scale ranges from 1 (most negative) to 7 (most positive) with 4 as the midpoint (neutral).

It is surprising that such large numbers rated Relationship with Children (88%) and Marriage/Intimate Relationship (80%) in a positive fashion. That is, being in the Navy poses special challenges for married couples, the relationship of the Navy member with his or her children, and for single individuals desiring to maintain a close relationship with the opposite sex. Deployments, in particular, call for special adjustments. Given these complexities and intermittent contact, the strongly positive results seem inconsistent with the realities of Navy life. This issue will be re-visited later in a proposed study.

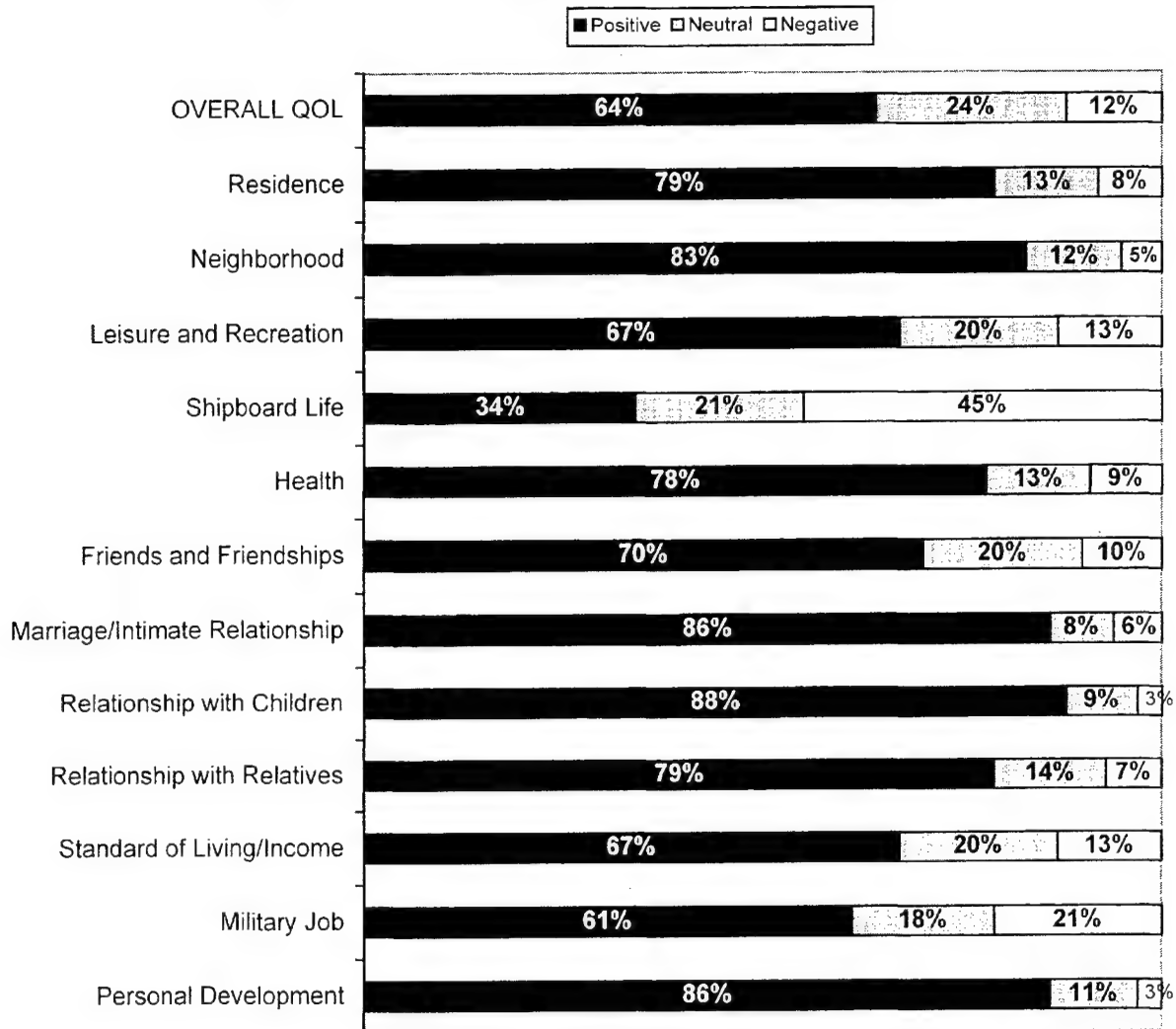
### **Opinions of Stayers and Leavers**

#### **Domains**

To this point, results have been presented for enlisted as a group and officers as a group. Subsequent results address the perceptions and attitudes of Sailors who planned to remain in the Navy at their next decision point ("Stayers") and those who planned to leave the Navy ("Leavers"). As before, mean scores will be presented first, followed by percentage results.

Table 6 presents the mean ratings given to the domains by *enlisted* Stayers and Leavers, as well as the difference in those ratings. The difference between Stayers and Leavers in their ratings of overall QOL (4.5 vs. 3.8) was practically significant (i.e.,  $\geq .5$ ), suggesting that QOL is related to the decisions that individuals make about staying in the Navy or leaving the Navy.

**Figure 2. Officer Ratings of Overall QOL and Domains**



**Table 6.**  
**Overall QOL and Domain Differences**  
**Between Enlisted Self-Projected Stayers and Leavers**

Domain	Stayers		Leavers		Difference
	Mean <sup>a</sup>	Standard Deviation	Mean	Standard Deviation	
Overall QOL	<b>4.5</b>	<b>.8</b>	<b>3.8</b>	<b>1.1</b>	<b>.77</b>
Domain					
Residence	<b>5.0</b>	1.2	<b>4.8</b>	1.4	<b>.26</b>
Neighborhood	<b>5.0</b>	1.1	<b>4.6</b>	1.3	<b>.44</b>
Leisure and Recreation	<b>4.9</b>	1.1	<b>4.5</b>	1.3	<b>.41</b>
Shipboard Life	<b>3.7</b>	1.2	<b>2.6</b>	1.0	<b>1.06</b>
Health	<b>5.1</b>	1.1	<b>4.7</b>	1.3	<b>.42</b>
Friends and Friendships	<b>5.2</b>	1.0	<b>4.9</b>	1.2	<b>.30</b>
Marriage/Intimate Relationship	<b>5.7</b>	1.3	<b>5.5</b>	1.5	<b>.28</b>
Relationship with Children	<b>5.7</b>	1.0	<b>5.4</b>	1.2	<b>.37</b>
Relationship with Relatives	<b>5.4</b>	1.1	<b>5.0</b>	1.3	<b>.35</b>
Standard of Living/Income	<b>4.1</b>	1.3	<b>3.4</b>	1.3	<b>.71</b>
Military Job	<b>4.7</b>	1.2	<b>3.5</b>	1.3	<b>1.17</b>
Personal Development	<b>5.4</b>	.9	<b>4.9</b>	1.1	<b>.44</b>

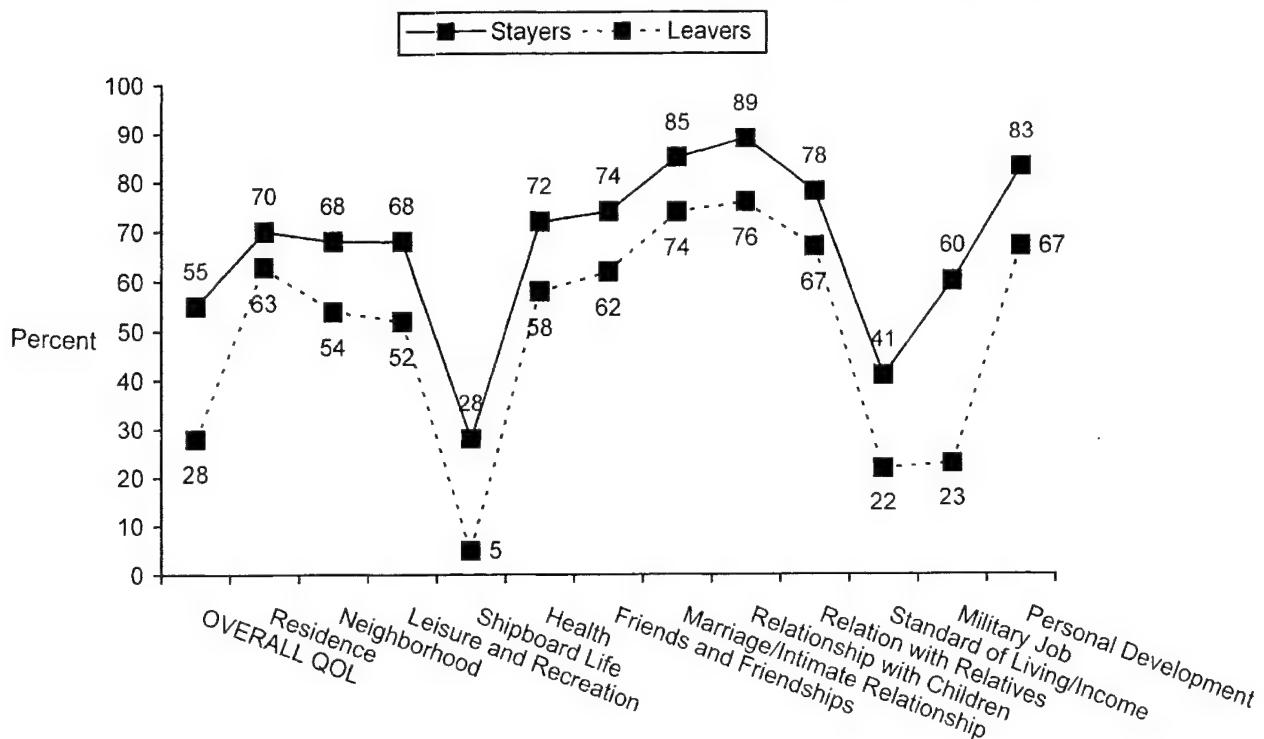
<sup>a</sup>Response scale ranges from 1 (most negative) to 7 (most positive) with 4 as the midpoint (neutral).

The most noteworthy domain differences were found for Shipboard Life (1.06) and Military Job (1.17). A difference of .71 was also found for Standard of Living/Income. Not only do the means for these domains differ quantitatively to a large degree between Stayers and Leavers, but they also differ qualitatively. That is, the Stayer mean (3.7) for Shipboard Life represents a neutral attitude, while the Leaver mean (2.6) represents a negative attitude. Similarly, the Stayer mean (4.7) for Military Job represents a positive attitude, while the Leaver mean (3.5) represents a neutral attitude.

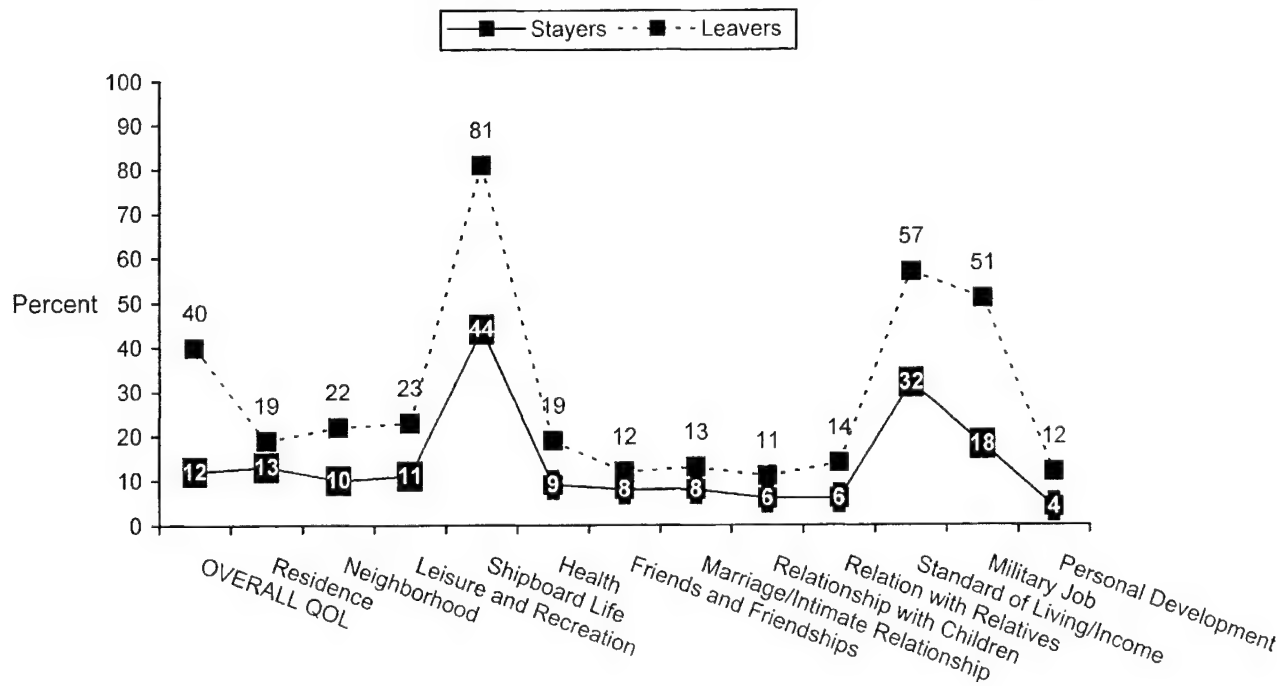
It is reasonable to suggest that the significant domain differences—especially those for Shipboard Life and Military Job—are driving the difference found between Stayers and Leavers for overall QOL. Further research will need to determine the merit of that hypothesis.

In addition to means, results are presented on the positive and negative ratings that enlisted Sailors provided on overall QOL and the domains. Figure 3 presents the percentage of positive responses given by enlisted Stayers and Leavers, and Figure 4 presents the corresponding negative results.

**Figure 3. POSITIVE Ratings of Overall QOL and Domains by Enlisted Self-Projected Stayers and Leavers**



**Figure 4. NEGATIVE Ratings of Overall QOL and Domains by Enlisted Self-Projected Stayers and Leavers**



On the far left of Figure 3, one sees that 55 percent of Stayers, but only 28 percent of Leavers, gave a positive response when asked about overall QOL in the Navy. Stayers gave a larger percentage of positive responses than Leavers for all the domains. The largest differences were for Shipboard Life Standard of Living/Income, and Military Job. For example, 60 percent of Stayers, but only 23 percent of Leavers, responded favorably to Military Job. Conversely (see Figure 4), 51 percent of Leavers, but only 18 percent of Stayers rated Military Job in a negative fashion. Table B-1 in the appendix provides complete percentage results including the neutral category.

Table 7 presents the corresponding *officer* results between Stayers and Leavers for overall QOL and the domains. The Stayer mean for overall QOL was 5.0 (a positive attitude), while the Leaver mean was 4.3 (a neutral attitude). Generally, differences between Stayers and Leavers were smaller for the domains than they were for enlisted. Again, however, both Shipboard Life and Military Job stand out. A Stayer mean of 4.3 was found for Shipboard Life, compared to a mean of 3.3 for Leavers—a neutral attitude vs. a negative attitude. Further, a Stayer Mean of 5.1 (a positive attitude) was obtained for Military Job, compared to a Leaver mean of 4.1 (a neutral attitude).

**Table 7.**  
**Overall QOL and Domain Differences**  
**Between Officer Self-Projected Stayers and Leavers**

Domain	Stayers		Leavers		Difference
	Mean <sup>a</sup>	Standard Deviation	Mean	Standard Deviation	
Overall QOL	5.0	.8	4.3	1.1	.64
Domain					
Residence	5.4	1.1	5.3	1.3	.01
Neighborhood	5.4	.9	5.3	1.1	.12
Leisure and Recreation	5.0	1.0	4.7	1.2	.24
Shipboard Life	4.3	1.3	3.3	1.2	.96
Health	5.3	1.0	5.1	1.2	.25
Friends and Friendships	5.2	1.0	4.9	1.3	.25
Marriage/Intimate Relationship	5.9	1.1	5.7	1.3	.25
Relationship with Children	5.8	.8	5.5	1.0	.23
Relationship with Relatives	5.4	1.0	5.2	1.0	.11
Standard of Living/Income	5.0	1.1	4.8	1.2	.14
Military Job	5.1	1.1	4.1	1.4	1.04
Personal Development	5.6	.7	5.3	.9	.33

<sup>a</sup>Response scale ranges from 1 (most negative) to 7 (most positive) with 4 as the midpoint (neutral).

Figure 5 presents the percentage of officers that favorably evaluated the domains, while Figure 6 presents the percentage that negatively evaluated the domains. Table B-2 in the appendix presents complete results including neutral responses. A larger number of Stayers than

Leavers gave positive ratings to all the domains. The largest differences occurred for overall QOL (75% vs. 49%), Shipboard Life (49% vs. 17%), and Military Job (76% vs. 39%).

The differences for overall QOL Shipboard Life, and Military Job also stand out when graphing the negative ratings. Especially noteworthy is the finding that 60 percent of the officer Leavers, compared to 32 percent of the Stayers, rated Shipboard Life in a negative fashion.

## Stayers and Leavers

### Aspects of Domain

Previously, Table 6 showed that enlisted Stayers' and Leavers' ratings of domains differed most on Shipboard Life and Military Job. Table 8 presents results for both groups on aspects of Shipboard Life. Aspects are listed in the same order as they appear in the survey.

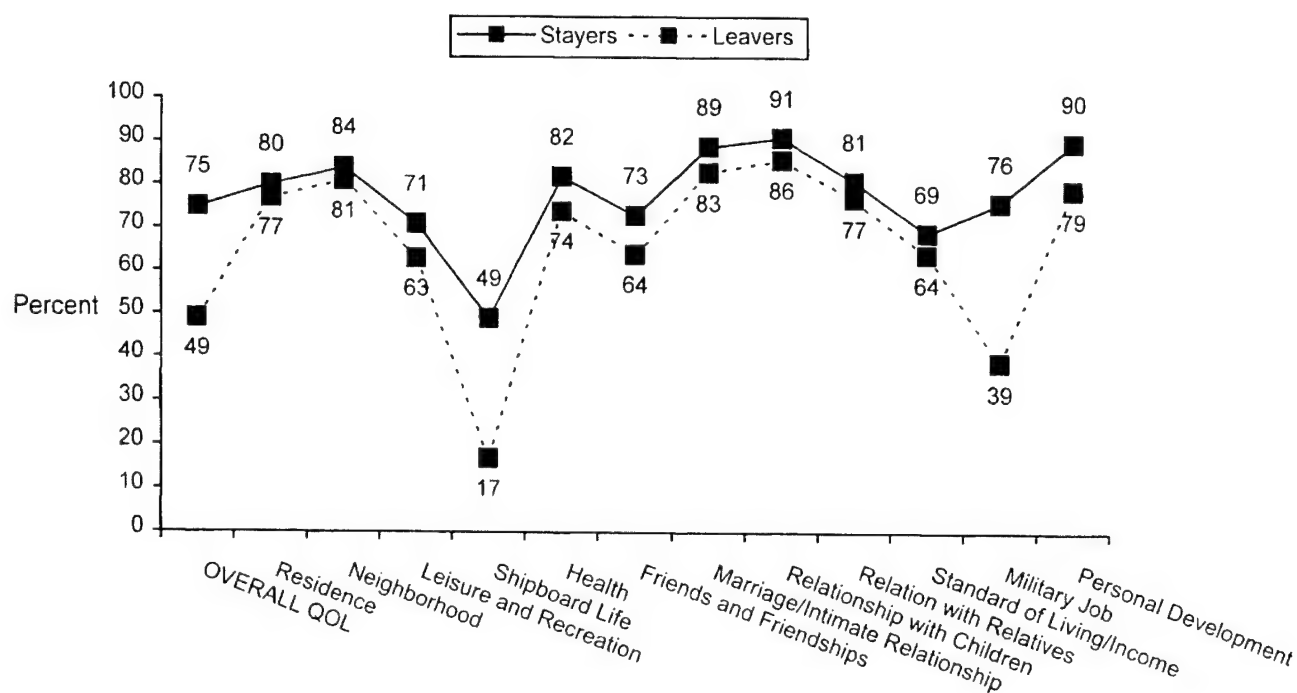
**Table 8.**  
**Shipboard Life: Aspect Differences**  
**Between Enlisted Self-Projected Stayers and Leavers**

Aspect	Stayers		Leavers		Difference
	Mean <sup>a</sup>	Standard Deviation	Mean	Standard Deviation	
Mess area and food	3.9	1.6	2.9	1.7	.96
Working area	4.6	1.5	3.8	1.6	.77
Berthing area	3.5	1.7	2.7	1.5	.80
Showers and heads	3.1	1.7	2.4	1.6	.72
Need for uncrowded conditions	3.6	1.5	2.7	1.5	.83
Privacy	3.1	1.6	2.3	1.3	.80
Get in touch with family/friends ashore	4.2	1.8	3.5	1.8	.72
Feel part of work team/division	4.8	1.7	3.9	1.8	.89
Get together with friends aboard ship	4.8	1.6	4.1	1.6	.68
Gym/physical fitness equipment	4.9	1.7	4.4	1.8	.55
Library multimedia resource center	4.5	1.5	4.0	1.7	.56
Services offered on ship (store, barber, shop post office, snack bar, etc.)	4.5	1.7	3.7	1.8	.83

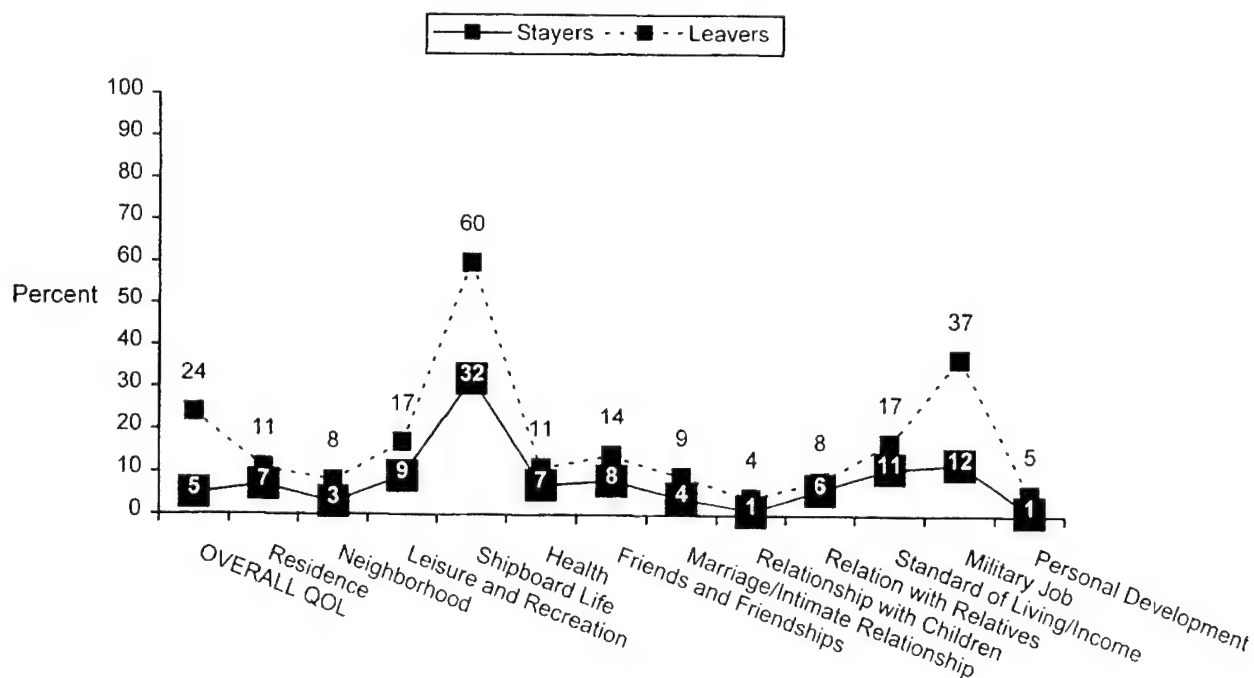
<sup>a</sup>Response scale ranges from 1 (most negative) to 7 (most positive) with 4 as the midpoint (neutral).

The Stayers' ratings were significantly more favorable than the Leavers' for all the aspects ( $\geq .5$ ). The two largest differences were mess area and food and the desire to feel part of a work team/division. Given that the overall enlisted mean for Shipboard Life was 3.1 (see Table 4), it is informative to note those aspects that Stayers rated in a positive fashion; namely, the working area, the satisfaction of feeling part of a work team/division, the opportunity to get together with friends aboard ship, and the gym/physical fitness equipment. In contrast, Leavers did not rate any of the aspects in a positive fashion, ratings being either neutral or negative. The most negative Leaver ratings were reserved for privacy (2.3) and showers and heads (2.4).

**Figure 5. POSITIVE Ratings of Overall QOL and Domains by Officer Self-Projected Stayers and Leavers**



**Figure 6. NEGATIVE Ratings of Overall QOL and Domains by Officer Self-Projected Stayers and Leavers**



Figures 7 and 8, respectively, present the percentage of positive and negative responses given by enlisted Stayers and Leavers for each of the aspects. Both figures effectively show the gap in the ratings supplied by Stayers and Leavers. Differences in positive responses ranged between 14 points (gym/physical fitness equipment) and 25 points (working area). Other large differences include the desire to feel part of a work team, the opportunity to socialize with friends aboard ship, and shipboard services such as the post office, laundry, store, and so forth.

As mentioned, one of the greatest differences between enlisted Stayers and Leavers (in addition to Shipboard Life) were their ratings of Military Job. Table 9 presents results for the aspects comprising that domain.

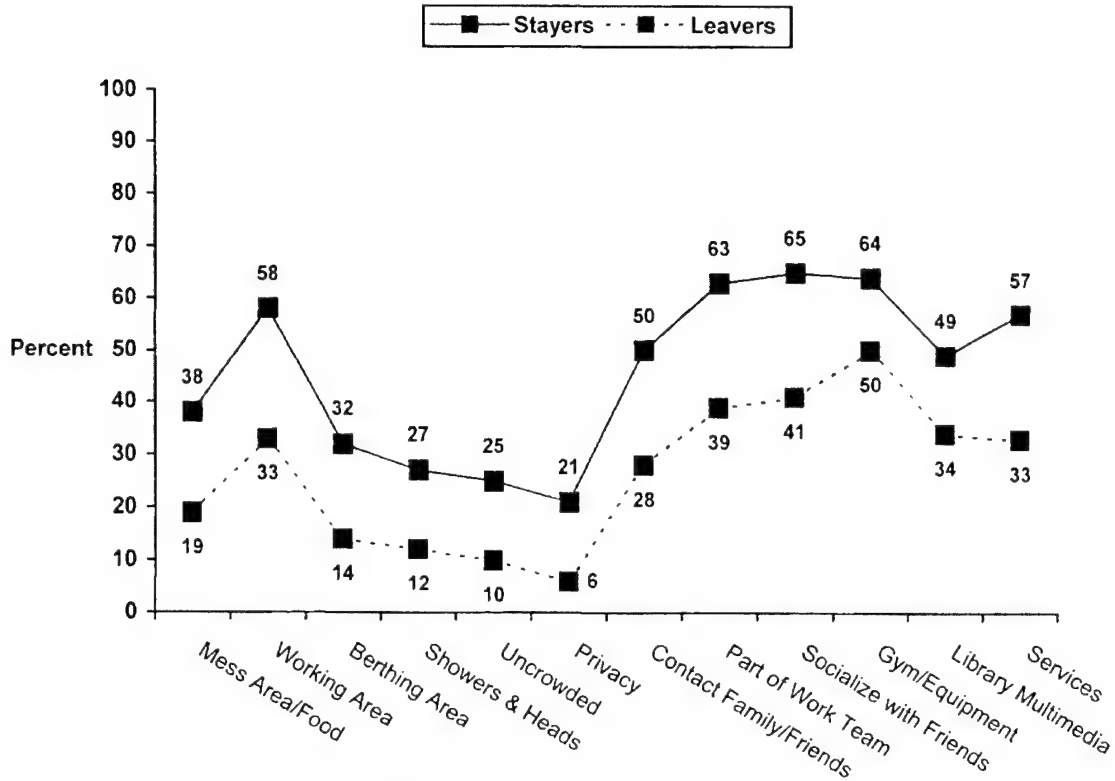
**Table 9.**  
**Military Job: Aspect Differences**  
**between Enlisted Self-Projected Stayers and Leavers**

Aspect	Stayers		Leavers		Difference
	Mean <sup>a</sup>	Standard Deviation	Mean	Standard Deviation	
Peers and co-workers	4.8	1.4	4.4	1.6	.48
Pay and benefits	3.5	1.6	2.8	1.6	.71
Support and guidance from supervisor	4.4	1.7	3.7	1.8	.71
Job security	5.5	1.3	5.0	1.6	.52
Personal growth and development	4.6	1.7	3.5	1.7	1.06
Educational opportunities and support	5.1	1.5	4.5	1.7	.60
Respect and fair treatment from superiors	4.6	1.7	3.6	1.9	1.06
Job challenge	5.0	1.4	4.1	1.7	.94
Feeling of accomplishment	5.0	1.5	4.0	1.8	1.05
Leadership provided by superiors	4.4	1.7	3.6	1.8	.83
Feedback gotten from others	4.7	1.5	3.9	1.6	.72
Amount of responsibility	5.3	1.4	4.6	1.7	.70

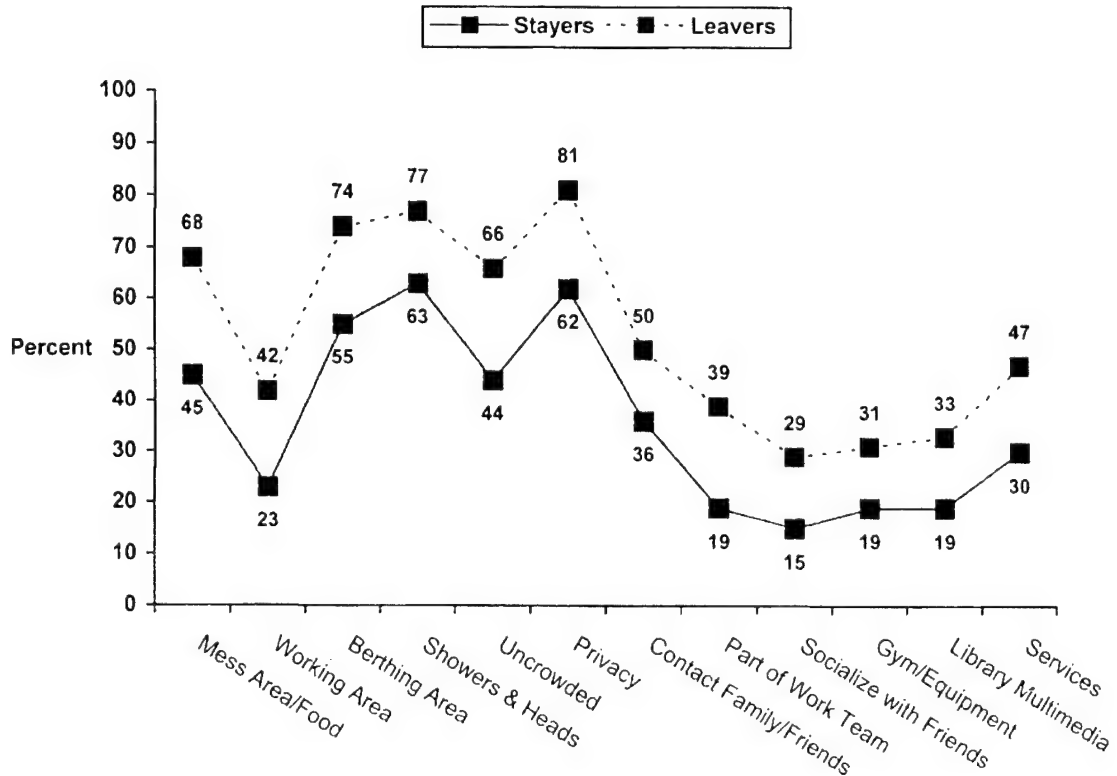
<sup>a</sup>Response scale ranges from 1 (most negative) to 7 (most positive) with 4 as the midpoint (neutral).



**Figure 7. POSITIVE Ratings of Shipboard Aspects by Enlisted Self-Projected Stayers and Leavers**



**Figure 8. NEGATIVE Ratings of Shipboard Aspects by Enlisted Self-Projected Stayers and Leavers**



Larger means were obtained for enlisted Stayers than for Leavers for all the aspects. All of the differences were practically significant except the .48 difference for peers and co-workers. The greatest differences were found for personal growth and development (1.06), feeling of accomplishment (1.05), and job challenge (.94). Pay and benefits received the lowest ratings for both Stayers and Leavers. For Stayers, support and guidance from supervisor (4.4) and leadership provided by superiors (4.4) received only neutral ratings. Stayers and Leavers both gave job security positive ratings.

Figures 9 and 10, respectively, convert the means in Table 9 to percentages of positive and negative responses to the aspects by enlisted Stayers and Leavers. Table B-3 in the appendix presents complete percentage results, include those for the neutral category.

Differences between enlisted Stayers and Leavers in positive responses varied from 16 points (pay and benefits) to 30 points for growth and development. The largest difference in negative evaluations occurred for respect/fair treatment from superiors, with 52 percent of Leavers and only 26 percent of Stayers reacting in this fashion. Substantial differences in negative responses were also found for growth and development and feelings of accomplishment.

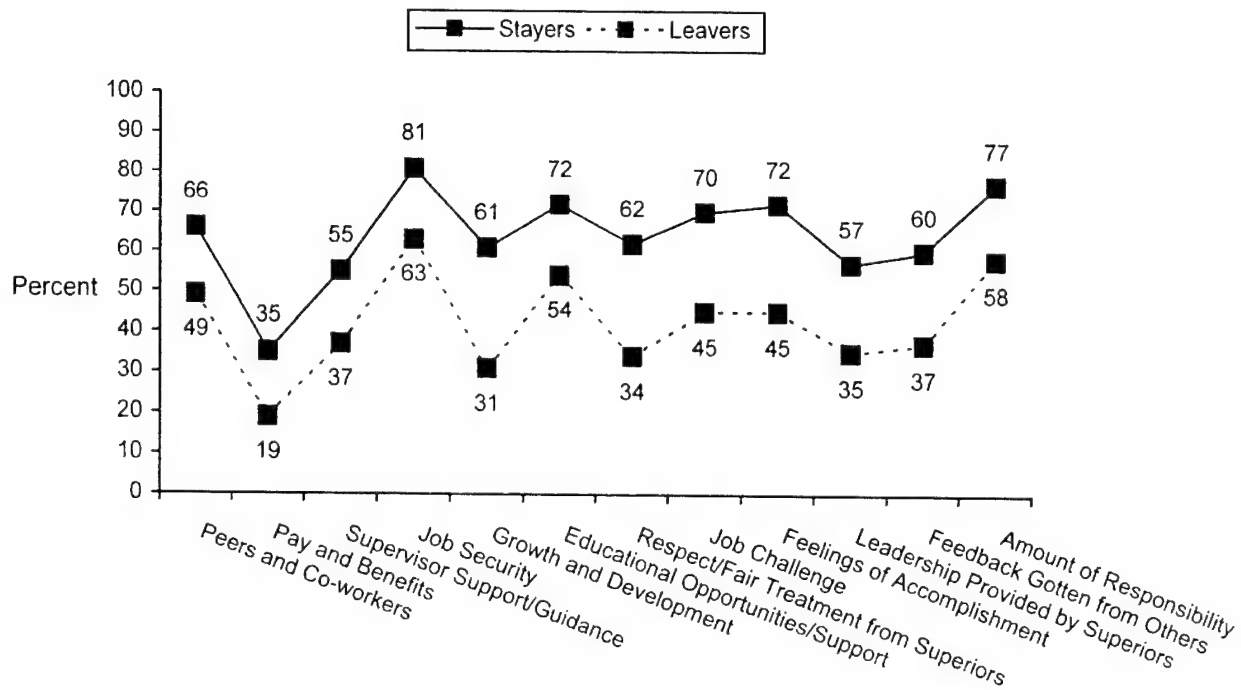
Like enlisted, officer Stayers and Leavers also differed the most in their ratings of Shipboard Life and Military Job (see Table 7). Table 10 presents results between these two groups in their ratings of Shipboard Life.

**Table 10.**  
**Shipboard Life: Aspect Differences**  
**Between Officer Self-Projected Stayers and Leavers**

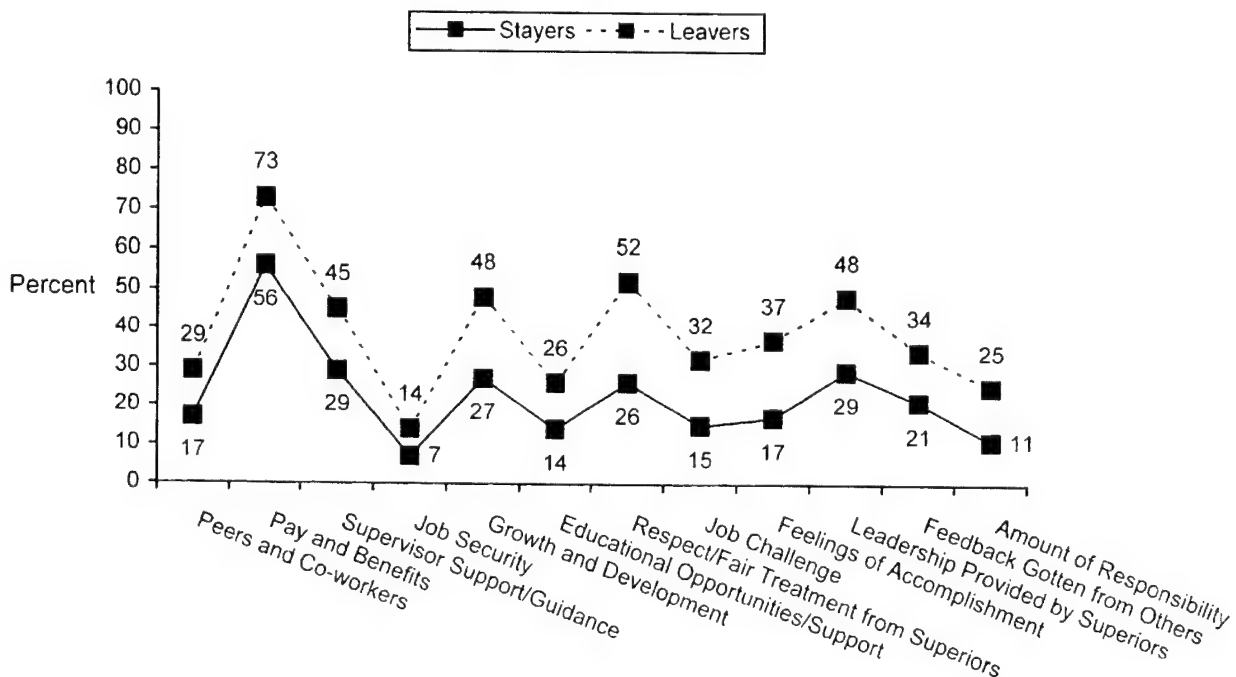
Aspect	Stayers		Leavers		Difference
	Mean <sup>a</sup>	Standard Deviation	Mean	Standard Deviation	
Mess area and food	4.7	1.6	4.3	1.6	.39
Working area	4.8	1.4	4.0	1.6	.79
Berthing area	4.5	1.7	3.7	1.7	.85
Showers and heads	3.8	1.8	3.4	1.7	.44
Need for uncrowded conditions	4.2	1.5	3.7	1.6	.54
Privacy	4.1	1.5	3.7	1.6	.43
Get in touch with family/friends ashore	4.7	1.7	4.0	1.8	.68
Feel part of work team/division	5.5	1.2	4.4	1.5	1.14
Get together with friends aboard ship	5.1	1.2	4.2	1.4	.92
Gym/physical fitness equipment	4.5	1.8	3.9	2.0	.58
Library multimedia resource center	4.0	1.6	3.7	1.4	.25
Services offered on ship (store, barber, shop post office, snack bar, etc.)	4.5	1.6	3.6	1.5	.90

<sup>a</sup>Response scale ranges from 1 (most negative) to 7 (most positive) with 4 as the midpoint (neutral).

**Figure 9. POSITIVE Ratings of Military Job Aspects by Enlisted Self-Projected Stayers and Leavers**



**Figure 10. NEGATIVE Ratings of Military Job Aspects by Enlisted Self-Projected Stayers and Leavers**



All of the differences between officer Stayers and Leavers were practically significant except those for mess area and food, showers and heads, privacy, and library multimedia resource center. The three largest differences were feel part of work team/division, get together with friends aboard ship, and shipboard services. Stayer ratings were either in the neutral zone or positive in nature. For Leavers, one aspect—showers and heads—was rated negatively, while all others were in the neutral zone.

Figures 11 and 12, respectively, depict the positive and negative ratings of officer Stayers and Leavers for each of the aspects. Noteworthy is the finding that 84 percent of Stayers, but only 52 percent of Leavers reported that they felt part of a work team/division. Further, 56 percent of Stayers, but only 28 percent of Leavers, rated shipboard services in a positive manner. Differences in negative responses between Stayers and Leavers tended to be fairly consistent across aspects. Some differences, however, are worth highlighting. Larger percentages were found for Leavers than for Stayers for working area (43% vs. 22%), berthing area (55% vs. 35%), and shipboard services (49% vs. 26%). Table B-4 in the appendix presents complete percentage results.

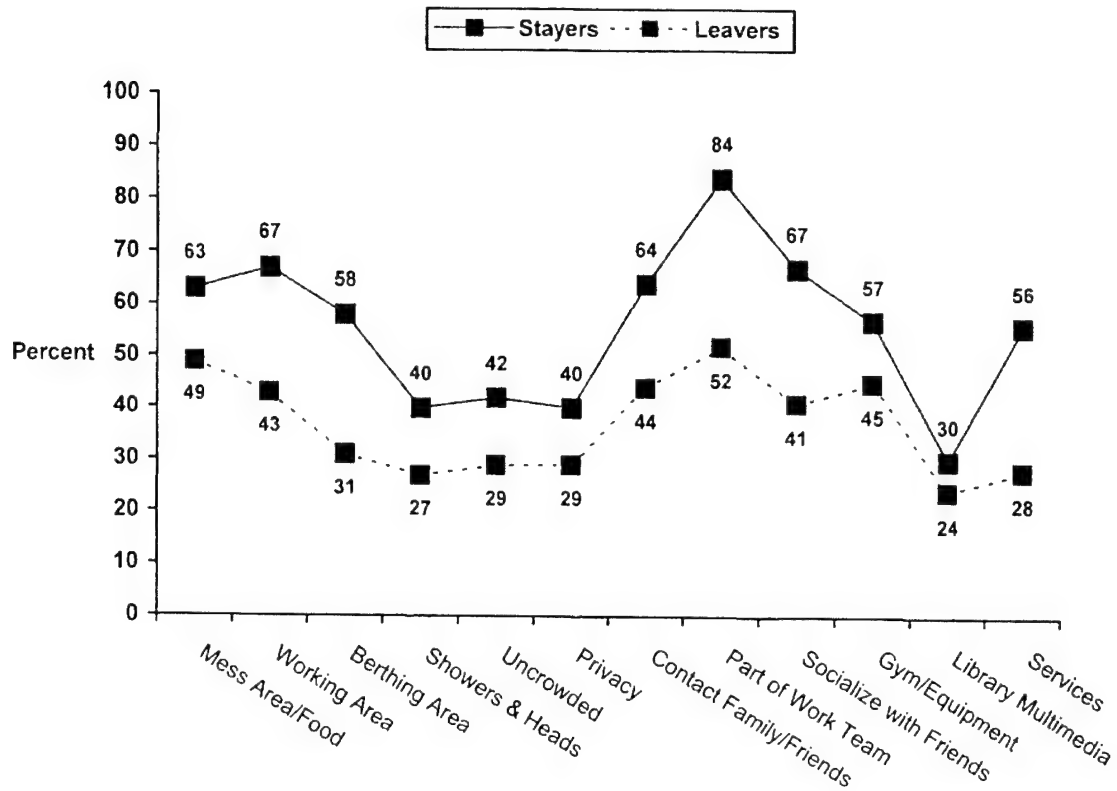
As mentioned, officer Stayers and Leavers differed markedly in their perceptions of Military Job, with Stayers rating this domain in a much more positive fashion. Table 11 presents the Stayer-Leavers results for the aspects comprising Military Job. Stayers rated all aspects in a more positive fashion than Leavers, with all differences being practically significant except for peers and co-workers, pay and benefits, and job security.

**Table 11.**  
**Military Job: Aspect Differences**  
**between Officer Self-Projected Stayers and Leavers**

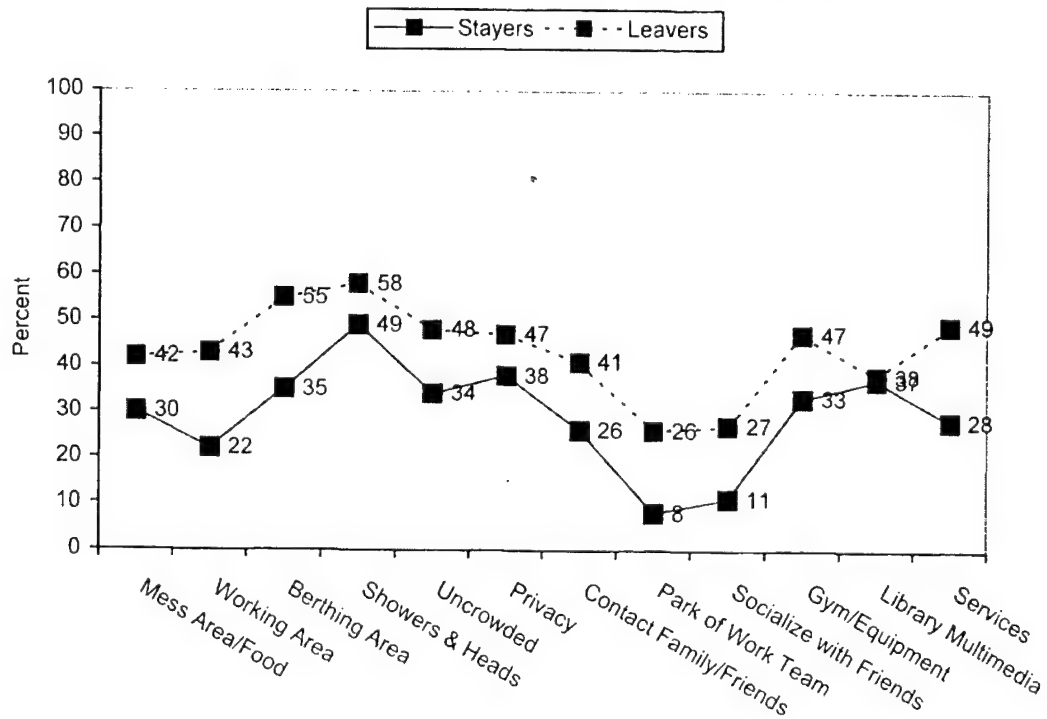
Aspect	Stayers		Leavers		Difference
	Mean <sup>a</sup>	Standard Deviation	Mean	Standard Deviation	
Peers and co-workers	5.5	1.1	5.2	1.4	.29
Pay and benefits	4.4	1.6	4.1	1.8	.32
Support and guidance from supervisor	4.8	1.6	4.0	1.8	.81
Job security	5.4	1.4	5.2	1.6	.22
Personal growth and development	5.1	1.5	3.9	1.7	1.19
Educational opportunities and support	4.9	1.5	4.1	1.7	.81
Respect and fair treatment from superiors	5.3	1.5	4.5	1.9	.80
Job challenge	5.5	1.3	4.8	1.7	.72
Feeling of accomplishment	5.3	1.4	4.3	1.8	1.00
Leadership provided by superiors	4.8	1.7	3.8	1.8	.94
Feedback gotten from others	4.9	1.3	4.3	1.5	.60
Amount of responsibility	5.6	1.3	5.1	1.6	.52

<sup>a</sup>Response scale ranges from 1 (most negative) to 7 (most positive) with 4 as the midpoint (neutral).

**Figure 11. POSITIVE Ratings of Shipboard Aspects by Officer Self-Projected Stayers and Leavers**



**Figure 12. NEGATIVE RATINGS of Shipboard Aspects by Officer Self-Projected Stayers and Leavers**



The largest officer differences were obtained for personal growth and development (1.19) and feeling of accomplishment (1.00), where Stayers perceptions were markedly more positive than those of Leavers. Further, a difference of .94 was found for leadership provided by superiors. Stayers rated all aspects of Military Job in a positive manner, with the exception of pay and benefits which they viewed in a neutral fashion. Leavers rated four aspects in a positive fashion (e.g., peers and co-workers). The lowest rated aspect of Military Job for Leavers was leadership provided by superiors (3.8).

Figures 13 and 14 present the positive and negative responses to Military Life for officer Stayers and Leavers. Seventy-six percent of Stayers, but only 46 percent of Leavers, saw growth and development in a positive light. Conversely, 42 percent of Leavers, but only 17 percent of Stayers, viewed development and growth negatively. Eighty-percent of Stayers felt a sense of accomplishment, but only 56 percent of Leavers felt that way. Conversely, 37 percent of Leavers, but only 13 percent of Stayers, reported that they did not feel a sense of accomplishment on the job. Table B-5 in the appendix provides complete percentage results.

### **Quality of Life Index**

One of the long-term goals of the QOL research program is the creation of a Quality of Life Index that is amenable to “dashboard metrics” (i.e., a visual display of the index that can be grasped easily and quickly). Two challenges exist: (1) identification of the domains to include in the index, and (2) the type of graph that will best display the index.

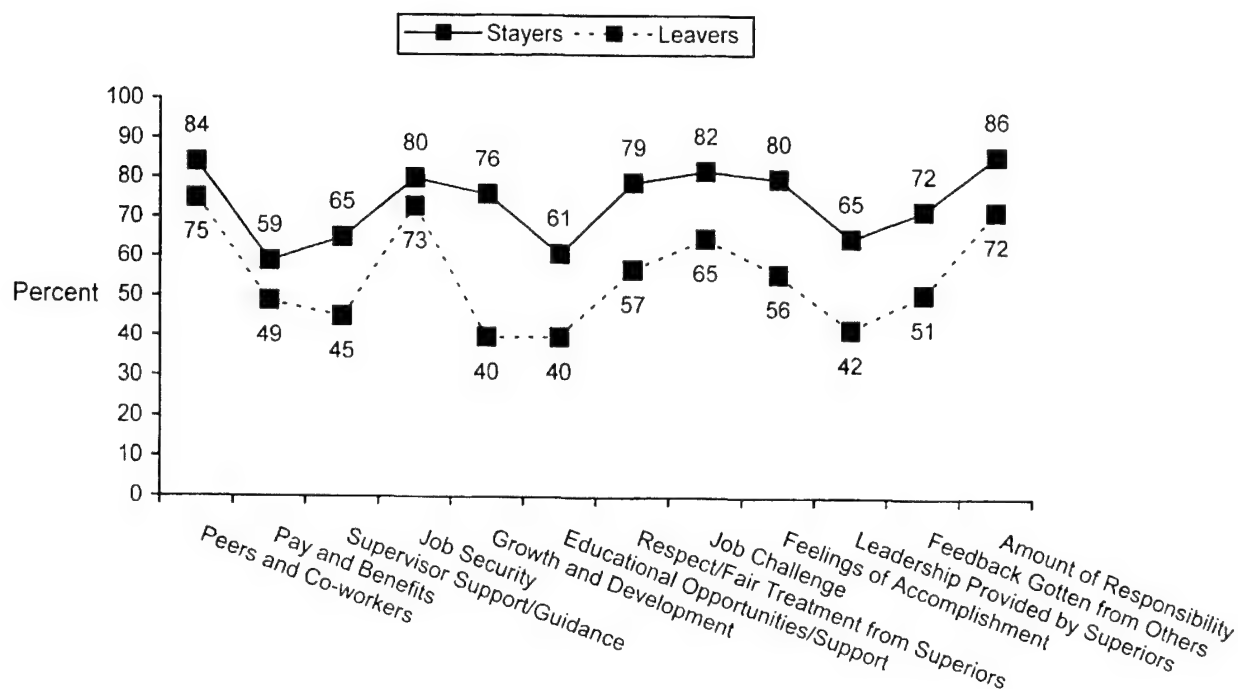
Current results bear on the first issue. For both enlisted and officers, Military Job and Shipboard Life differentiated significantly between Stayers and Leavers. Standard of Living/Income represented an important, additional discriminator for enlisted. Although this last domain did not emerge for officers, their ratings of pay and benefits were only in the neutral zone (as opposed to positive) and represented one of the lowest rated aspects of Military Job.

Other research studies suggest two other domains as possibilities: Personal Development and Marriage/Intimate Relationship. Regarding Personal Development, Wilcove, Wolosin, and Schwerin (in review) developed and confirmed the validity of a QOL domain model. Structural equation modeling showed that domains can be classified into two spheres—personal/non-work and work. Personal Development obtained the strongest factor analytical loading on the personal/non-work dimension of the 13 domains examined.

Other studies have shown that spouse support plays a key role in the career-continuance decision of the service member (e.g., Mohr, Holzbach, & Morrison, 1981; Bruce & Burch, 1989). These results, plus the hardships created by deployments, suggest that Marriage Relationship/Intimate Relationship should be made part of any QOL index.

The descriptive results presented in this report are not conducive to creating a final, visually informative dashboard metric. However, domain means do lend themselves to “radar” graphs that are presented next—one for enlisted (Figure 15) and one for officers (Figure 16).

**Figure 13. POSITIVE Ratings of Military Job Aspects by Officer Self-Projected Stayers and Leavers**



**Figure 14. NEGATIVE Ratings of Military Job Aspects by Officer Self-Projected Stayers and Leavers**

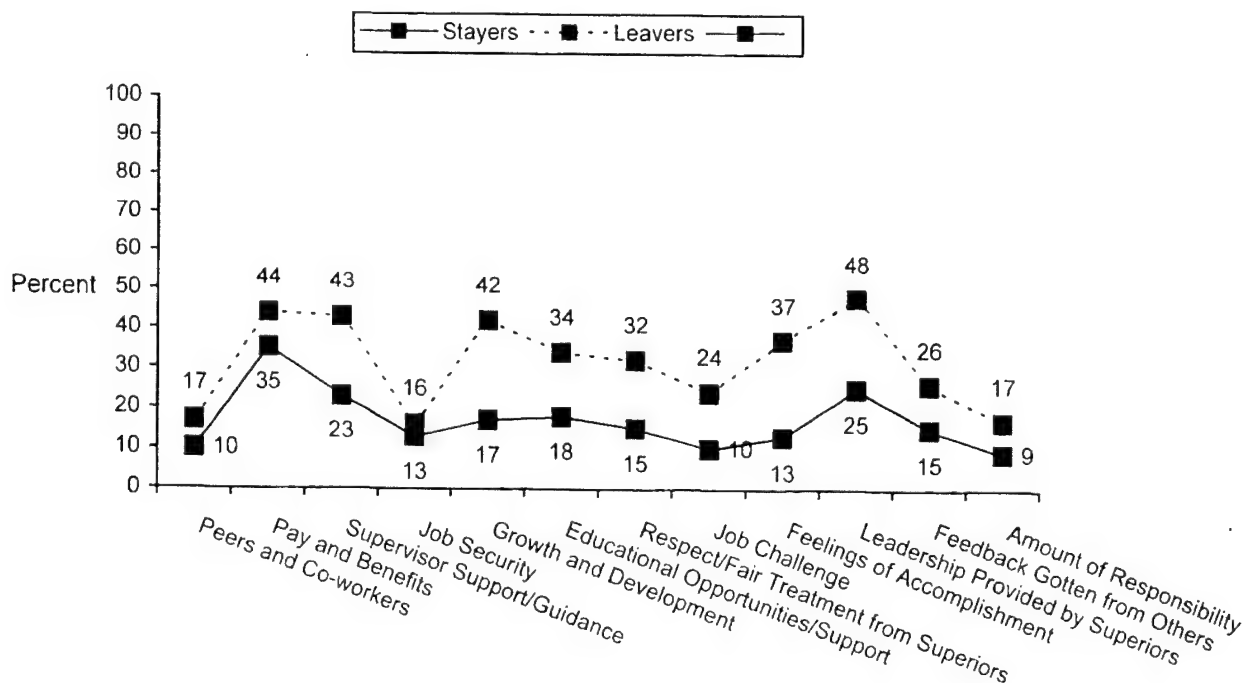


Figure 15. Potential Domains for ENLISTED Quality of Life Index

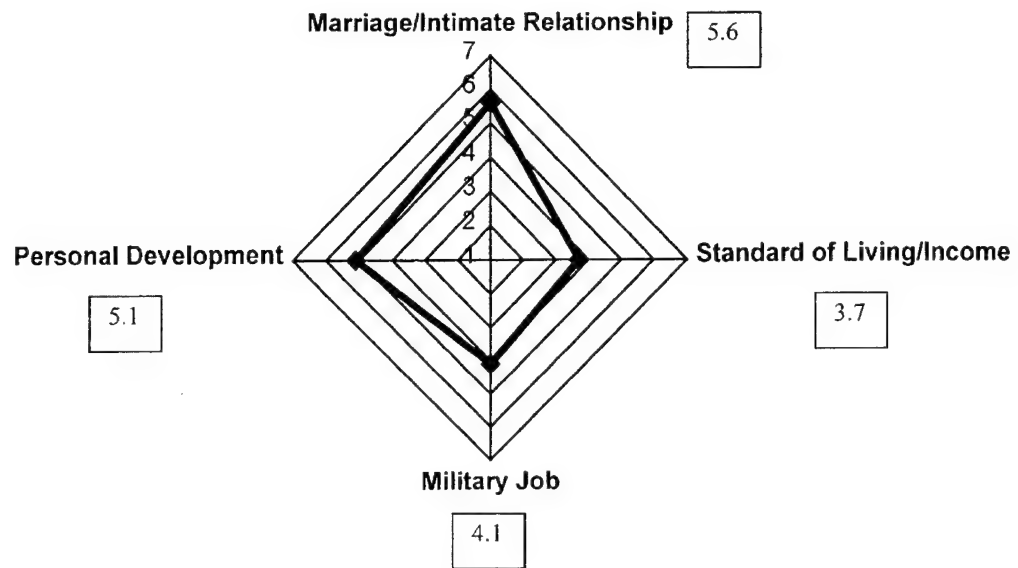
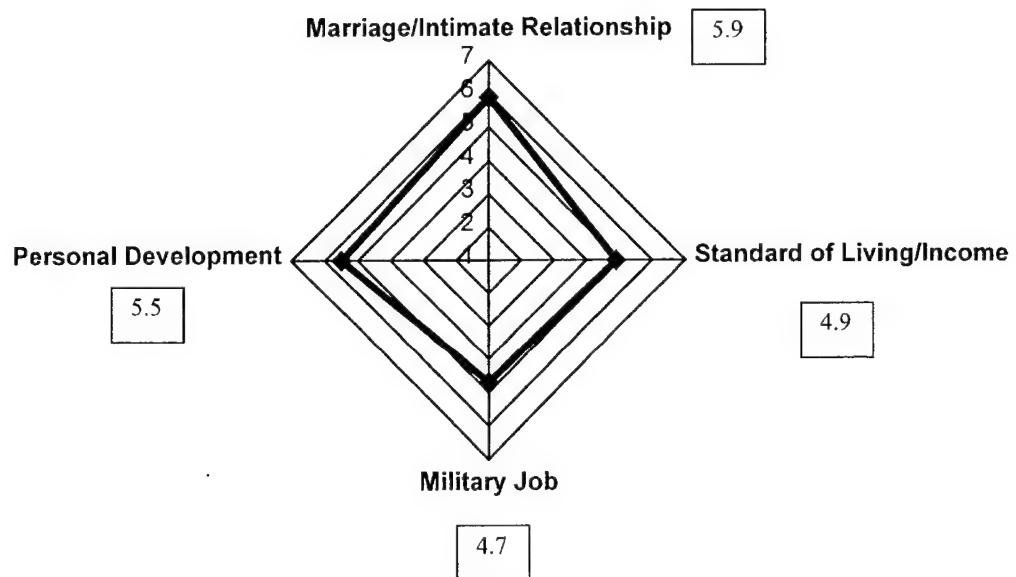


Figure 16. Potential Domains for OFFICER Quality of Life Index





## **Summary and Conclusions**

### **Respondent Sample**

Two weighting procedures—non-response adjustment and weighting class adjustment—were employed to increase the likelihood that respondents' results would be representative of the Navy as a whole. Nevertheless, results from the study should be viewed with caution. The return rate for this mail survey was only 27 percent. Further, although individuals were randomly selected by paygrade to receive a survey, a file was inadvertently used that contained addresses a year old. Consequently, personnel late in their tours (or personnel who had not moved in over a year) were more likely to receive surveys.

### **Reliability of Scales**

The reliability coefficients of the scales were generally very high. Ten of the 12 domain scales had reliabilities in the .90s. Personal Development had a coefficient of .89 and Relationship with Children, .84. The Overall QOL Scale had a reliability of .88. The high coefficients provide support for the new approach that was used to create the domain scales; i.e., combining the overall affective item, the overall cognitive item, and the aspects' mean.

The Navy QOL Survey is scheduled to be administered again soon, which represents an opportunity to examine the usefulness of other methods for constructing scales. The issue is how can the responses to opinion items be combined to yield a total scale score for a given domain? The simplest is the Likert summative approach, where item responses are added ("integer weighting"). A second is factor analysis where item responses are multiplied by factor loadings, and the products are added. Attitude scaling, such as Thurstone's "equal-appearing interval approach" or unidimensional methods such as Guttman's, represent another alternative. These methods are typically used to *develop* scales. However, they could be used post hoc to determine if items satisfy the technique's requirements for an attitude scale, the first step to employing the scale values. Finally, the applicability of multi-dimensional scaling and cluster analysis needs to be examined.

### **Enlisted and Officer Opinions**

For both enlisted and officers, ratings of overall QOL were lower than most of the ratings of the domains. It was speculated that Sailors, in arriving at their overall ratings of QOL, placed more importance on those domains that were deficient in their eyes—Shipboard Life, Military Job, and Standard of Living/Income (enlisted only). Additional work (multivariate analyses and focus groups) may need to be undertaken in the future to gain more insights into this anomaly.

Eighty-percent of enlisted and 86 percent of officers rated their Marriage/Intimate Relationship in a positive way. The corresponding percentages for Relationship with Children were 82 percent and 88 percent. Given the complexities and demands of Navy life, these percentages may be inflated and thus speak to the issue of data quality.

Two recommendations are offered—first, conduct focus groups, facilitated by a military person with the credibility, talent, and empathy to encourage an open and balanced discussion of this topic. After the discussion, participants could be asked to complete anonymously the survey

items concerned with these domains. It may then be possible, depending on the results, to establish a baseline of their actual feelings about these personal relationships.

Secondly, in an experiment, several ways of couching the survey items could be explored to determine if they yield more balanced results than previously. For example, the lead-in to a question could state: "Think of what you hope your relationship will become as you and your spouse/intimate other continue to grow as a couple. Then, indicate how much you AGREE or DISAGREE with the following statements about your current relationship."

### **Opinions of Stayers and Leavers**

Both enlisted and officer results suggest that the QOL measures used in the survey differentiate between Stayers and Leavers. Stayers react more positively than Leavers for both the domains and the aspects that comprise them. This reaction was especially true for Shipboard Life and Military Job. For Shipboard Life, there was a marked difference for both enlisted and officers on feeling a part of a work team while at sea. Enlisted Stayers were also markedly more satisfied with the mess area and food at sea than Leavers were. A marked officer difference was found for the opportunity to get together with friends aboard ship. For Military Job, both enlisted and officer Stayers were more satisfied than Leavers with personal growth and development and feeling of accomplishment.

The question arises, why do some Sailors (i.e., Stayers) have a positive evaluation of QOL in the Navy and others (Leavers) do not? And, do the differences make any difference—that is, can the Navy do anything about them? The answer to the first question, in a very broad sense, is simple. Their environments or situations differ and/or the individuals themselves differ in some fundamental way—biographically, demographically, or attitudinally. It is the task of research to identify the specific variables that distinguish between the two groups that the Navy can do something about.

### **Quality of Life Index**

Preliminary work was completed on identifying the domains that could be used to create a Quality of Life Index. Radar graphs were constructed to illustrate mean ratings that were obtained for each of the identified domains. More methodologically sophisticated analyses will be conducted once data are collected for the upcoming Navy QOL Survey. Multiple linear regression is one such technique under consideration, as well as structural equation modeling and a variation on the procedure used to compute the Consumer Price Indexes.

Another possibility is the non-linear SPSS program that allows the user to assign regression coefficients on a rational basis or past results. The program then runs through an iterative process until changes in the coefficients become insignificant (i.e., the fit between the model and the data does not significantly improve). This process can be used even though the user is only interested in linear relationships. Empirical keying represents another possibility in which enlisted and officer groups are split in half according to whether individuals are above or below the median on the Global QOL Scale.

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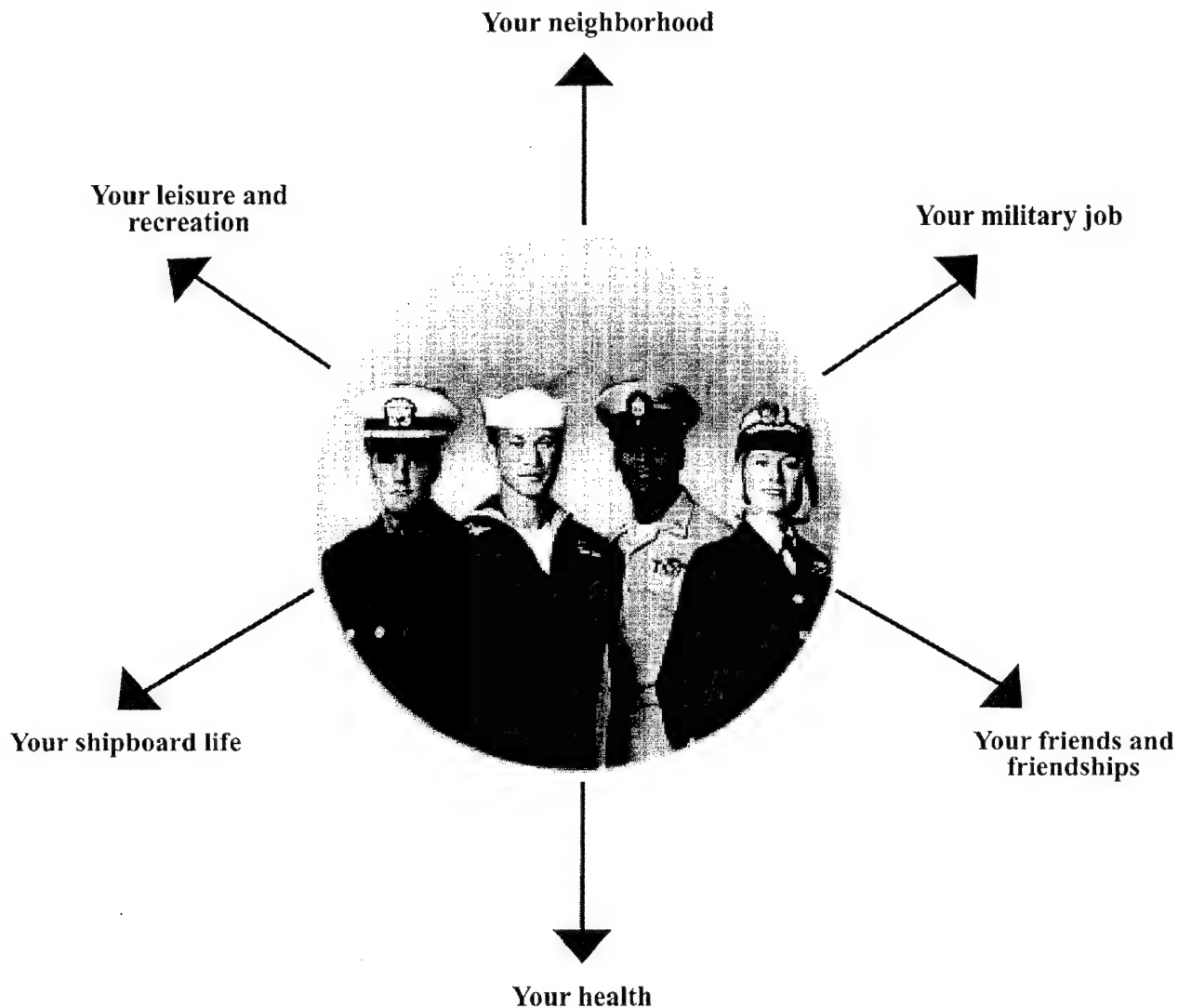
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## **Appendix A**

### **1999 U. S. Navy Quality of Life Study Life Domains Questionnaire**

# 1999 U. S. Navy Quality of Life Study Life Domains Questionnaire



**You work hard for our Navy and our country. Your valuable input into this QOL survey will help our Navy work harder for you.**

**This QOL study is conducted by the Navy Personnel Research and Development Center for  
VADM Daniel T. Oliver, Chief of Naval Personnel**

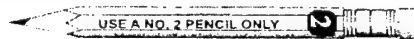
This survey concerns how you feel about your life. The questions ask about particular areas of life and about life as a whole. There are many aspects to life, and this survey attempts to cover the major ones for most people. Despite the survey length, we think you will find most of the questions interesting and easy to answer because they ask you about YOUR life. Because all people don't feel the same way about what happens to them in everyday life, there are no right or wrong answers.

We are interested in YOUR opinions. We hope you will answer each question carefully and frankly. Your answers will help us obtain an accurate assessment of the quality of life experienced by Navy personnel and how that affects their performance. However, your responses will never be singled out individually, and you are free to leave blank any question you do not wish to answer.

If you have any questions, please call:  
Dr. Gerry Wilcove, DSN 553-9120 or (619) 553-9120, or  
email:wilcove@nprdc.navy.mil  
Navy Personnel Research and Development Center, San Diego, California  
92152-7250

## MARKING INSTRUCTIONS

- \* USE NO. 2 PENCIL ONLY.
- \* Do NOT use ink, ballpoint or felt tip pens.
- \* Erase cleanly and completely any changes you make.
- \* Make black marks that fill the circle.
- \* When applicable, write the numbers in the boxes at the top of the block.
- \* Do not make stray marks on the form.
- \* Do not fold, tear, or mutilate this form.



WRONG MARKS:    

RIGHT MARK: 

## PRIVACY ACT STATEMENT

Public Law 93-579, called the Privacy Act of 1974, requires that you be informed of the purpose of this survey and of the uses to be made of the information collected. The Navy Personnel Research and Development Center may collect the information requested in this survey under the authority of Title 5, U.S. Code 301, and Title 10, U.S. Codes 3051 and 3052, and Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1700-5, which expires 31 Dec 2009.

The information collected in this survey will be used to evaluate existing and proposed policies, procedures, and programs in the Navy. The data will be analyzed and maintained by the Navy Personnel Research and Development Center.

Providing information is completely voluntary. All responses will be held in confidence. The information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual. The information will not become part of your permanent record and will not affect your career in any way. Personal identifiers will be used to conduct follow-on research that will examine the relationships between quality of life program use and satisfaction with perceptions of quality of life, retention, and readiness. Failure to respond to any questions will not result in any penalties except lack of your opinions in the survey results.

# BACKGROUND

## PERSONAL

1. What date did you complete this survey?

DATE		
MO.	DAY	YR.
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

2. What is your SSN?

SOCIAL SECURITY NUMBER								
0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9

3. Are you:

- ☐ Male  
☐ Female

4. What was your age on your last birthday?

Years

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	
9	

The answers for Questions 5 and 6 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.

5. What is your racial background?

- ☐ White  
☐ Black/African-American  
☐ Asian/Pacific Islander  
☐ American Indian/Alaska Native  
☐ Other

6. What is your ethnic background?

- ☐ Mexican, Chicano, Mexican-American  
☐ Puerto Rican  
☐ Cuban  
☐ Other Spanish/Hispanic  
☐ Japanese  
☐ Chinese  
☐ Korean  
☐ Vietnamese  
☐ Asian-Indian  
☐ Filipino  
☐ Pacific Islander (Guamanian, Samoan, etc.)  
☐ Eskimo/Aleut  
☐ European  
☐ None of the above

7. What is your marital status?

- ☐ Never been married  
☐ Married  
☐ Married but separated  
☐ Divorced  
☐ Widowed

8. What is your spouse's employment situation?

- ☐ I do not have a spouse  
☐ My spouse is in the military  
☐ My spouse is self-employed  
☐ My spouse works in a civilian job part time  
☐ My spouse works in a civilian job full time  
☐ My spouse is unemployed by choice  
☐ My spouse is unemployed, but actively seeking employment

9. Do you have any dependents? (Mark ALL that apply.)

- ☐ No, I have no dependents (skip to Question 13)  
☐ Spouse (non-military)  
☐ Dependent child(ren) living with me  
☐ Dependent child(ren) not living with me  
☐ Legal ward(s) living with me  
☐ Dependent parent(s) or other relative(s)

10. Are there dependents age 21 or older living in your household?

- ☐ Yes  
☐ No



11. Are there children under the age of 21 living in your household?

- ☐ Yes  
☐ No (skip to Question 13)

12. If yes to Question 11, how many children in each age group?

AGE GROUP OF CHILDREN	NUMBER OF CHILDREN IN AGE GROUP				
a. Under 6 weeks	1	2	3	4	5
b. 6 wks through 12 mos	1	2	3	4	5
c. 13 through 24 mos	1	2	3	4	5
d. 25 through 35 mos	1	2	3	4	5
e. 3 yrs through 5 yrs	1	2	3	4	5
f. 6 through 9 yrs	1	2	3	4	5
g. 10 through 12 yrs	1	2	3	4	5
h. 13 through 15 yrs	1	2	3	4	5
i. 16 through 20 yrs	1	2	3	4	5
j. Over 20 yrs	1	2	3	4	5

- a. Under 6 weeks  
b. 6 wks through 12 mos  
c. 13 through 24 mos  
d. 25 through 35 mos  
e. 3 yrs through 5 yrs  
f. 6 through 9 yrs  
g. 10 through 12 yrs  
h. 13 through 15 yrs  
i. 16 through 20 yrs  
j. Over 20 yrs

### CAREER

13. What is your paygrade?

- |                           |                            |                                    |
|---------------------------|----------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> W-1  | <input type="radio"/> O-1          |
| <input type="radio"/> E-2 | <input type="radio"/> W-2  | <input type="radio"/> O-2          |
| <input type="radio"/> E-3 | <input type="radio"/> W-3  | <input type="radio"/> O-3          |
| <input type="radio"/> E-4 | <input type="radio"/> W-4  | <input type="radio"/> O-4          |
| <input type="radio"/> E-5 | <input type="radio"/> W-5  | <input type="radio"/> O-5          |
| <input type="radio"/> E-6 |                            | <input type="radio"/> O-6          |
| <input type="radio"/> E-7 | <input type="radio"/> O-1E | <input type="radio"/> O-7 or above |
| <input type="radio"/> E-8 | <input type="radio"/> O-2E |                                    |
| <input type="radio"/> E-9 | <input type="radio"/> O-3E |                                    |

14. How long have you been in your present paygrade?

Years	Months
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

15. How long have you been on active duty in the Navy? (Fill in all columns; for example, 3 years = 03, and 9 months = 09)

Years	Months
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

16. What is your designator? (Begin numbering in the LEFT column.)

- ☐ Does not apply/I am enlisted

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

17. If you are a Chief Petty Officer, Petty Officer, or a DESIGNATED STRIKER (qualified to wear the rating badge), what is your rating (AW, ET, CTI, etc.)? Only use your rating, not paygrade. (Begin lettering in the LEFT column.)

- ☐ Does not apply/I am an officer  
☐ Not designated/I am an AN/SN/FN (not a designated striker)

A	A	A
B	B	B
C	C	C
D	D	D
E	E	E
F	F	F
G	G	G
H	H	H
I	I	I
J	J	J
K	K	K
L	L	L
M	M	M
N	N	N
O	O	O
P	P	P
Q	Q	Q
R	R	R
S	S	S
T	T	T
U	U	U
V	V	V
W	W	W
X	X	X
Y	Y	Y
Z	Z	Z

18. Are you in your first enlistment/extension or initial obligation?

- ☐ Yes  
☐ No

19. At your next decision point, how likely is it that you will remain in the Navy?

- ☐ Very likely  
☐ Likely  
☐ Undecided  
☐ Unlikely  
☐ Very unlikely

20. Which of the following statements best describes your career intentions at this time?

- ☐ I intend to remain in the Navy until eligible for retirement
- ☐ I am eligible for retirement, but intend to stay in
- ☐ I intend to stay in, but not until retirement
- ☐ I'm not sure what I intend to do
- ☐ I intend to leave the Navy as soon as I am able
- ☐ I am eligible to retire and plan on retiring after this tour
- ☐ I intend to remain on active duty, but I am being involuntarily separated

21. How long have you been in your present assignment/duty station?

Months

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

22. Are you accompanied by your dependents on your present assignment?

- ☐ Does not apply, no dependents
- ☐ Accompanied by some dependents
- ☐ Accompanied by all dependents
- ☐ Temporarily unaccompanied
- ☐ Permanently unaccompanied by choice
- ☐ Permanently unaccompanied because required by billet

23. If you are a "geographic bachelor" by choice, is it because of: (Mark ALL that apply.)

- ☐ Does not apply
- ☐ Spouse's job
- ☐ Children's schools
- ☐ Cost of living at this location
- ☐ Moving costs for family
- ☐ Inability to sell house at previous duty station
- ☐ Personal preference of self or spouse
- ☐ Some other reason

24. What is your current billet?

- ☐ Shore duty, CONUS
- ☐ Shore duty, overseas
- ☐ Sea duty, CONUS
- ☐ Sea duty, overseas
- ☐ Other (e.g., neutral duty, Duty Under Instruction)

25. Where are you currently located?

- ☐ Annapolis, MD
- ☐ ASU Bahrain
- ☐ Athens, GA
- ☐ Bangor/Bremerton, WA
- ☐ Brunswick/Bath, MA
- ☐ Charleston, SC
- ☐ China Lake, CA
- ☐ Corpus Christi/Ingelside/Kingsville TX
- ☐ Diego Garcia
- ☐ Earle, NJ
- ☐ Everette/Whidbey Island/Seattle, WA
- ☐ Fallon, NV
- ☐ Gaeta, Italy
- ☐ Great Lakes/Glenview, IL
- ☐ Guam
- ☐ Guantanamo Bay, Cuba
- ☐ Hawaii/Pearl Harbor
- ☐ Jacksonville/Mayport, FL/Kings Bay, GA
- ☐ Keflavik, Iceland
- ☐ Key West, FL
- ☐ La Maddalena, Italy
- ☐ Lakehurst, NJ
- ☐ Lemoore, CA
- ☐ Millington, TN
- ☐ Monterey, CA
- ☐ Naples, Italy
- ☐ New London/Groton, CT
- ☐ New Orleans, LA
- ☐ Newport, RI
- ☐ Norfolk/Little Creek/Dam Neck/Portsmouth/Tidewater Area, VA
- ☐ Pascagoula/Gulfport/Biloxi/Meridian, MS
- ☐ Patuxent River, MD
- ☐ Pensacola/Panama City, FL
- ☐ Port Hueneme/Point Mugu, CA
- ☐ Puerto Rico, Roosevelt Roads
- ☐ Rota, Spain
- ☐ San Diego/Camp Pendleton, CA
- ☐ San Francisco/Bay Area, CA
- ☐ Sasebo/Yokosuka, Japan
- ☐ Sigonella, Sicily
- ☐ Washington, DC/Bethesda, MD/Northern VA - Metro DC Beltway Area
- ☐ Yorktown, VA
- ☐ Other

26. Are you presently on deployment (i.e., scheduled time away from homeport for 90 days or more)?

- ☐ Yes
- ☐ No

27. How many days total have you been away from homeport during the last 12 months?

- ☐ None
- ☐ 1-30 (one month or less)
- ☐ 31-60 (between one and two months)
- ☐ 61-120 (between two and four months)
- ☐ 121-180 (between four and six months)
- ☐ 181-240 (between six and eight months)
- ☐ More than 240 days (nine months or more)

28. How many times have you been deployed (i.e., scheduled time away from homeport for 90 days or more) during the last 5 years?

- ☐ None
- ☐ One
- ☐ Two
- ☐ Three
- ☐ Four or more

29. To what type of ship/activity are you currently assigned? (Select ALL that apply.)

- ☐ Does not apply
- ☐ Afloat staff
- ☐ Aviation Squadron
- ☐ Carrier-based Aviation Squadron/Detachment
- ☐ Aircraft Carrier
- ☐ Cruiser
- ☐ Destroyer types (includes frigates)
- ☐ Minecraft
- ☐ Submarine
- ☐ Tender/Repair ship
- ☐ Reserve Unit
- ☐ Service Force ship
- ☐ Amphibious ship
- ☐ Amphibious craft
- ☐ Other

30. Were you promoted within the past 12 months?

- ☐ Yes
- ☐ No
- ☐ Not eligible

31. If you are an officer, what is your advancement status?

- ☐ Does not apply, not an officer
- ☐ Not eligible for promotion
- ☐ Selected for promotion
- ☐ Failed to select once
- ☐ Failed to select twice or more

32. If you are enlisted, how many times have you tested for advancement for your next paygrade?

- ☐ Does not apply, not enlisted
- ☐ Not eligible for advancement
- ☐ 1-3 times
- ☐ 4-6 times
- ☐ 7-10 times
- ☐ 11 or more times

Now we are going to ask you a number of questions about your quality of life and how you feel about your life. Some questions will ask about your life overall and others concern specific areas of your life, such as your job or the neighborhood where you live. Answer in terms of your **SITUATION AT THIS TIME** or your **EXPERIENCES AT YOUR CURRENT ASSIGNMENT**, unless the questions ask you to consider a different period of time.

## LIFE AS A WHOLE

1. First, which point on the scale below best describes how you feel about your life as a whole at this time?

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. Below are some words that can apply to how you feel about your life as a whole. For example, if you think your life is very boring, blacken the circle closest to "boring"; if you think your life is very interesting, blacken the circle closest to "interesting." If your life falls somewhere in between, blacken one of the circles in between to indicate how boring or interesting you think your life is. **Blacken one circle for every line.**

Boring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Interesting
Enjoyable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Miserable
Useless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Worthwhile
Friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Lonely
Full	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Empty
Discouraging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Hopeful
Disappointing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Rewarding

3. Which of the following best describes how you think of your life at this time?

- ☐ An ideal kind of life for me
- ☐ What I most want my life to be
- ☐ The best kind of life I am able to have now
- ☐ A good enough life for now
- ☐ A tolerable life for now
- ☐ An unsatisfactory kind of life
- ☐ A miserable life

## YOUR RESIDENCE

Please answer the following questions about the place where you are now living at your permanent duty station.

1. Overall, how do you feel about your residence (or quarters) where you now live.

☐ Terrible  
☐ Unhappy  
☐ Mostly unhappy  
☐ Neither unhappy nor pleased  
☐ Mostly pleased  
☐ Pleased  
☐ Delighted

2. Which of the following best describes the place where you now live?

☐ Bachelor Quarters (BEQ or BOQ)  
☐ Military family housing on base  
☐ Military family housing in the civilian community  
☐ Personally-owned housing in the civilian community  
☐ Personally-rented housing in the civilian community  
☐ Shared rental housing in the civilian community  
☐ Mobile home  
☐ Aboard ship  
☐ Other

3. If you live in civilian housing, how much is your monthly rent or mortgage payment? (If you share housing, list the amount YOU pay.)

☐ Does not apply, not in civilian housing

Dollars

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

4. How well does the Basic Allowance for Housing (BAH) meet your housing needs?

☐ Does not apply  
☐ Exceeds my needs  
☐ Meets my needs  
☐ Does not fully meet my needs  
☐ Does not meet my needs

5. How many rooms are in your residence, not counting bathrooms and hallway? (Count attic or basement only if it is finished and furnished.)

☐ Does not apply, in BEQ/BOQ or on ship  
☐ One  
☐ Two  
☐ Three  
☐ Four  
☐ Five  
☐ Six  
☐ Seven  
☐ Eight or more

6. How many adults live in your house or apartment?

☐ Does not apply, in BEQ/BOQ or on ship  
☐ One  
☐ Two  
☐ Three  
☐ Four  
☐ Five  
☐ Six  
☐ Seven  
☐ Eight or more

7. Please darken the circle that best indicates how satisfied or dissatisfied you are with various aspects of your housing (e.g., apartment, house, boat, condo, barracks).

☐ Does not apply, live aboard ship

How satisfied are you with:

- a. The **attractiveness** of your housing?  
 b. The **convenience of the layout** of your housing?  
 c. The **convenience of the amenities** in your housing (e.g., appliances)?  
 d. The **privacy** of your housing?  
 e. The **amount of space** in your housing?  
 f. The **location** of your housing?  
 g. The **comfort** of your housing (e.g., is it too hot, too cold, too noisy)?  
 h. The **condition** of your housing (is it well maintained)?  
 i. The **cost** of your housing?  
 j. Your residence **overall**, considering all aspects of your housing?

Completely dissatisfied	Dissatisfied	Neutral	Somewhat dissatisfied	Satisfied	Somewhat satisfied	Completely satisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Suppose you were not in the Navy. How do you think the residence you live in now would compare to the one you might have in civilian life? My present residence is:

☐ A lot worse  
☐ Considerably worse  
☐ A little worse  
☐ About the same  
☐ A little better  
☐ Considerably better  
☐ A lot better

9. Would you say your present residence is better or worse than places you lived while you were growing up? My present residence is:

☐ A lot worse  
☐ Considerably worse  
☐ A little worse  
☐ About the same  
☐ A little better  
☐ Considerably better  
☐ A lot better

10. What effect does your housing have on your job performance?

☐ Very positive effect  
☐ Positive effect  
☐ No effect  
☐ Negative effect  
☐ Very negative effect

11. What effect does your current housing have on your plans to remain in the Navy?

☐ Very positive effect  
☐ Positive effect  
☐ No effect  
☐ Negative effect  
☐ Very negative effect

## YOUR NEIGHBORHOOD

Please answer the following questions about the place where you are now living at your permanent duty station. If you are in bachelor quarters, neighborhood refers to the immediate area around your quarters.

1. Overall, how do you feel about your neighborhood?

☐ Terrible  
☐ Unhappy  
☐ Mostly unhappy  
☐ Neither unhappy nor pleased  
☐ Mostly pleased  
☐ Pleased  
☐ Delighted

2. How long have you lived in this neighborhood?

Years	Months
0 0	0 0
1 1	1 1
2 2	2 2
3 3	3 3
4 4	4 4
5 5	5 5
6 6	6 6
7 7	7 7
8 8	8 8
9 9	9 9

3. Please darken the circle that shows best how satisfied or dissatisfied you are with various aspects of your neighborhood.

How satisfied are you with:

	Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Completely satisfied
a. The <b>safety</b> of your neighborhood?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The <b>public services</b> in your neighborhood such as trash collection, mail delivery, police protection, etc.?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The <b>appearance</b> of your neighborhood?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The <b>condition of other dwellings</b> in the neighborhood?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The <b>friendliness of people</b> living in your neighborhood?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The <b>transportation services</b> in your neighborhood?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The <b>racial mix</b> in your neighborhood?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The <b>sense of community</b> in your neighborhood?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The <b>availability of retail services</b> in your neighborhood (e.g., groceries, dry cleaning, etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The <b>length of time</b> it takes you to get to work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. The <b>availability of parking</b> in your neighborhood?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. The neighborhood <b>overall</b> , considering all the different aspects of your neighborhood?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Suppose you were not in the Navy. How does this neighborhood compare to the neighborhood where you think you would live as a civilian? My present neighborhood is:

☐ A lot worse  
☐ Considerably worse  
☐ A little worse  
☐ About the same  
☐ A little better  
☐ Considerably better  
☐ A lot better

5. Compared to the neighborhood(s) where you lived when you were growing up, is this neighborhood better or worse? My present neighborhood is:

☐ A lot worse  
☐ Considerably worse  
☐ A little worse  
☐ About the same  
☐ A little better  
☐ Considerably better  
☐ A lot better

6. What effect does the neighborhood where you live have on your job performance?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

7. What effect does the neighborhood where you live have on your plans to remain in the Navy?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

## LEISURE AND RECREATION

Questions in this section have to do with the way you spend your leisure time and the recreational opportunities available to you.

1. Please show how you feel about the things you do now in your leisure time.

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. Do you generally prefer leisure activities:

- ☐ That you do by yourself
- ☐ That you share with others

3. Indicate how satisfied or dissatisfied you are with the way you spend your leisure time.

How satisfied are you with:

- a. The **variety** of leisure activities?
- b. The **cost** of leisure activities?
- c. The **facilities provided** for leisure activities you enjoy?
- d. The **amount of leisure time** you have?
- e. Your leisure time **overall**, considering all aspects of leisure activities?

Does not apply	Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Suppose you were not in the Navy. How do you think the leisure activities you have now might compare with those you would have as a civilian? My present leisure activities are:

- ☐ N/A, first assignment
- ☐ Much less enjoyable
- ☐ Considerably less enjoyable
- ☐ A little less enjoyable
- ☐ About the same
- ☐ A little more enjoyable
- ☐ Considerably more enjoyable
- ☐ Much more enjoyable

5. Compared to other places where you have been stationed since joining the Navy, do you find your leisure activities at this station more enjoyable or less enjoyable? My present leisure activities are:

- ☐ N/A, first assignment
- ☐ Much less enjoyable
- ☐ Considerably less enjoyable
- ☐ A little less enjoyable
- ☐ About the same
- ☐ A little more enjoyable
- ☐ Considerably more enjoyable
- ☐ Much more enjoyable

6. What effect do leisure activities have on your job performance?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

7. What effect do leisure activities have on your plans to remain in the Navy?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

8. Please look at this list of activities that people might do in their spare time. Indicate how often you participate in each of these activities. If you haven't recently participated in an activity, indicate the reason (i.e., if you are deployed, you would mark "Not available" for activities not found aboard ship).

	PART A						PART B					
	Never	Occasionally	Several times a month	Daily	Several times a week	Daily	Not available	Too expensive	Low priority	Not enough time	Not interested	
a. Participating in active sports												
b. Working out, running												
c. Swimming												
d. Watching sports events												
e. Golfing												
f. Tennis and racquet sports												
g. Sailing												
h. Outdoor activities (e.g., camping, hiking)												
i. Fishing, boating												
j. Dining out												
k. Picnics, pleasure drives												
l. Watching movies												
m. Going to clubs, bars, etc.												
n. Spending time with friends, relatives, neighbors												
o. Going to club meetings, activities												
p. Participating in church activities												
q. Playing cards, indoor games												
r. Going to classes or lectures												
s. Going to concerts, plays, etc.												
t. Going to museums, exhibits, etc.												
u. Gardening or working around the yard												
v. Making or fixing things												
w. Working on hobbies, painting, musical instrument												
x. Volunteering												
y. Shopping (except for groceries)												
z. Reading												
aa. Watching TV, playing video games												
bb. Listening to music												
cc. Studying												
dd. Socializing with friends												
ee. Playing computer games												
ff. Using the Library Multimedia Resource Center												

If you are currently deployed (i.e., scheduled time away from homeport for 90 days or more) or live aboard ship, continue with **SHIPBOARD LIFE**. Otherwise, skip to **HEALTH** on Page 11.

## SHIPBOARD LIFE

Please answer the following questions about living conditions aboard the ship you are serving on.

1. Overall, how do you feel about living conditions aboard this ship?

- ☐ Terrible  
☐ Unhappy  
☐ Mostly unhappy  
☐ Neither unhappy nor pleased  
☐ Mostly pleased  
☐ Pleased  
☐ Delighted

2. Overall, how satisfied are you with each of the following areas?

How satisfied are you with:

- a. The mess area and food?  
 b. The working area?  
 c. The berthing area?  
 d. The showers and heads?

	Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
a. The mess area and food?						
b. The working area?						
c. The berthing area?						
d. The showers and heads?						



3. For each of the conditions below, select and blacken the circle which comes closest to describing the way things are overall on your ship.

- a. **Lighting**  
Too dim    ☐   ☐   ☐   ☐   ☐   Too bright
- b. **Temperature**  
Too hot    ☐   ☐   ☐   ☐   ☐   Too cold
- c. **Ventilation**  
Poor    ☐   ☐   ☐   ☐   ☐   Good
- d. **Cleanliness**  
Dirty    ☐   ☐   ☐   ☐   ☐   Clean
- e. **Odor**  
Unpleasant    ☐   ☐   ☐   ☐   ☐   Pleasant
- f. **Size**  
Cramped    ☐   ☐   ☐   ☐   ☐   Roomy
- g. **Noise**  
Annoying    ☐   ☐   ☐   ☐   ☐   Acceptable
- h. **Safety**  
Hazardous    ☐   ☐   ☐   ☐   ☐   Safe
- i. **Color**  
Unpleasant    ☐   ☐   ☐   ☐   ☐   Pleasant

4. Some of your needs have to do with people. How satisfied are you that your needs are being met aboard ship?

Specifically, your need:

- a. For uncrowded conditions?
- b. For privacy?
- c. To get in touch with your family or friends ashore?
- d. To feel part of a work team or division?
- e. To get together with your friends aboard ship?

5. How satisfied are you with:

- a. The gym/physical fitness equipment aboard ship?
- b. The Library Multimedia Resource Center?
- c. The services offered to you on the ship (the ship's store, barber shop, post office, snack bar, vending machines, laundry, etc.)?

6. How do you feel overall about your current time aboard ship?

That is, how satisfied are you with:

- a. Your life at sea aboard your current ship?
- b. Your cruise overall?
- c. Shipboard conditions?
- d. Your overall quality of life aboard ship?

7. What effect does your current shipboard life have on your job performance?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

8. What effect does your current shipboard life have on your plans to remain in the Navy?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

## HEALTH

The items in the following section are all related to your health and to health benefits.

1. Please indicate how you feel about the state of your health.

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. What was your most recent PRT grade?

- ☐ Waived
- ☐ Outstanding
- ☐ Excellent
- ☐ Good
- ☐ Satisfactory
- ☐ Failed

3. Does your command make physical fitness a priority (e.g., it makes time for physical training)?

- ☐ Yes
- ☐ No



4. How long would it take you to get to a 24-hour military medical facility from your residence?

☐ N/A  
☐ About 5 minutes  
☐ 6 to 20 minutes  
☐ 21 to 40 minutes  
☐ 41 minutes to an hour  
☐ More than 1 hour

5. How many work days did you miss because of illness or injury in the past year?

Days

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

6. Are you a tobacco user (cigarettes, cigars, pipes, smokeless tobacco, etc.)?

☐ Yes  
☐ No

7. Please use this scale to indicate how satisfied or dissatisfied you are with various aspects of your state of health.

Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with:

- a. Your current weight?  
 b. Your level of energy?  
 c. How well you sleep?  
 d. Your endurance?  
 e. Your health overall?  
 f. The medical care you receive?  
 g. The dental care you receive?

8. If you were not in the Navy, do you think your health would be better or worse?

☐ A lot worse  
☐ Considerably worse  
☐ A little worse  
☐ About the same  
☐ A little better  
☐ Considerably better  
☐ A lot better

9. To what extent has the Navy's emphasis on fitness helped to promote in you a healthier lifestyle?

☐ Not at all  
☐ Very little  
☐ A little  
☐ Somewhat  
☐ A lot  
☐ Quite a lot  
☐ A great deal

10. What effect does your state of health have on your job performance?

☐ Very positive effect  
☐ Positive effect  
☐ No effect  
☐ Negative effect  
☐ Very negative effect

11. What effect does your state of health have on your plans to remain in the Navy?

☐ Very positive effect  
☐ Positive effect  
☐ No effect  
☐ Negative effect  
☐ Very negative effect

12. What effect does your medical care have on your job performance?

☐ Very positive effect  
☐ Positive effect  
☐ No effect  
☐ Negative effect  
☐ Very negative effect

13. What effect does your medical care have on your plans to remain in the Navy?

☐ Very positive effect  
☐ Positive effect  
☐ No effect  
☐ Negative effect  
☐ Very negative effect

**Answer Questions 14 through 24 ONLY if you have dependents. If you do not have dependents, go to the next section, FRIENDS AND FRIENDSHIPS on Page 13.**

14. What type of medical insurance/medical care do your dependents use most often?

☐ Don't know  
☐ Military medical facilities  
☐ TRICARE Prime  
☐ TRICARE Extra  
☐ TRICARE Standard (CHAMPUS benefit)  
☐ Group HMO  
☐ Group fee-for-service policy  
☐ Private HMO  
☐ Private fee-for-service policy  
☐ Other

15. Do you have CHAMPUS or TRICARE supplemental insurance coverage?

- ☐ Don't know
- ☐ Yes
- ☐ No

16. Which of your dependents, if any, has special medical needs (e.g., disabilities and/or medical conditions requiring special care)? (Mark ALL that apply.)

- ☐ None of my dependents has special needs
- ☐ My spouse
- ☐ Dependent child(ren) living with me
- ☐ Dependent child(ren) not living with me
- ☐ Legal ward(s) living with me
- ☐ Dependent parent(s) or other relative(s)

17. How satisfied are you with the medical care received by your dependents?

- ☐ Completely dissatisfied
- ☐ Dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Neutral
- ☐ Somewhat satisfied
- ☐ Satisfied
- ☐ Completely satisfied

18. How satisfied are you with the dental care received by your dependents?

- ☐ Completely dissatisfied
- ☐ Dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Neutral
- ☐ Somewhat satisfied
- ☐ Satisfied
- ☐ Completely satisfied

19. Do you think medical care is better or worse in the Navy than in the civilian realm?

- ☐ Much better in the Navy
- ☐ Somewhat better in the Navy
- ☐ About the same
- ☐ Somewhat better in the civilian realm
- ☐ Much better in the civilian realm

20. Do you think dental care is better or worse in the Navy than in the civilian realm?

- ☐ Much better in the Navy
- ☐ Somewhat better in the Navy
- ☐ About the same
- ☐ Somewhat better in the civilian realm
- ☐ Much better in the civilian realm

21. What effect does your dependents' state of health have on your job performance?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

22. What effect does your dependents' state of health have on your plans to remain in the Navy?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

23. What effect does your dependents' medical care have on your job performance?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

24. What effect does your dependents' medical care have on your plans to remain in the Navy?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

## FRIENDS AND FRIENDSHIPS

The questions in this section concern your friendships and how those friendships affect your quality of life. Think about the friends you have and your relationships with them.

1. In general, how do you feel about your friendships these days?

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. Are your close friends mostly:

- ☐ Fellow Sailors at this location
- ☐ Sailors who are stationed at other locations
- ☐ Civilians in this area
- ☐ Civilians "back home" or elsewhere
- ☐ Members of other military services
- ☐ Other

3. Do you have friends at this location with whom you feel free to discuss personal matters?

- ☐ Yes
- ☐ No (skip to Question 5)

4. If Yes, which statements best describe those friends? (Mark ALL that apply.)

- ☐ Sailors I see only at work
- ☐ Sailors I socialize with once in a while
- ☐ Sailors I socialize with regularly
- ☐ Members of other military services
- ☐ Civilians
- ☐ Other

5. Please use this scale to show how satisfied or dissatisfied you are with your friendships at this time.

	Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
a. The amount of time you socialize with your friends?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The number of Navy friends you have?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The number of civilian friends you have?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The support and encouragement you receive from your friends?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your friendships overall at this time?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with:

- a. The amount of time you socialize with your friends?
- b. The number of Navy friends you have?
- c. The number of civilian friends you have?
- d. The support and encouragement you receive from your friends?
- e. Your friendships overall at this time?
6. Compared to civilian life, do you think it has been harder or easier for you to make friends?
- ☐ A lot harder
  - ☐ Considerably harder
  - ☐ A little harder
  - ☐ About the same
  - ☐ A little easier
  - ☐ Considerably easier
  - ☐ A lot easier
7. What effect do your friendships have on your job performance?
- ☐ Very positive effect
  - ☐ Positive effect
  - ☐ No effect
  - ☐ Negative effect
  - ☐ Very negative effect
8. What effect do your friendships have on your plans to remain in the Navy?
- ☐ Very positive effect
  - ☐ Positive effect
  - ☐ No effect
  - ☐ Negative effect
  - ☐ Very negative effect

## MARRIAGE/ INTIMATE RELATIONSHIP

Next, we will ask a few questions about your marriage or other intimate relationship, and how it relates to your quality of life.

1. At this time, are you:

- ☐ Married (continue with Question 2)
- ☐ Involved in a serious intimate relationship, but not married (continue with Question 2)
- ☐ Not seriously involved with anyone

To what degree (if any) does this situation decrease your overall quality of life? Answer, then skip to **RELATIONS WITH YOUR CHILDREN** on Page 16.

- ☐ A great deal
- ☐ Quite a bit
- ☐ Some
- ☐ A little
- ☐ Not at all

2. How are you feeling these days about your marriage or other intimate relationship?

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

3. How satisfied do you think you would be with your marriage/intimate relationship if you were not in the Navy?

- ☐ Completely dissatisfied
- ☐ Dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Neutral
- ☐ Somewhat satisfied
- ☐ Satisfied
- ☐ Completely satisfied

4. What effect does your marriage/intimate relationship have on your job performance?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

5. What effect does your marriage/intimate relationship have on your plans to remain in the Navy?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

6. What language is your spouse/partner most comfortable with?

- ☐ English
- ☐ Spanish
- ☐ Tagalog
- ☐ Japanese
- ☐ Korean
- ☐ Arabic
- ☐ Vietnamese
- ☐ Other

If you ARE married, answer Questions 7-9, then skip to Question 14.

If you are NOT married, but you ARE seriously involved with someone, skip to Question 10.

7. How long have you been married?

- ☐ Less than 6 months
- ☐ 6 to 12 months
- ☐ 13 to 23 months
- ☐ 2 to 3 years
- ☐ 4 to 5 years
- ☐ 6 to 10 years
- ☐ 11 to 20 years
- ☐ More than 20 years

8. Have either you or your spouse been married before?

- ☐ Neither my spouse nor I have been married before
- ☐ I have been married before, but my spouse has not
- ☐ My spouse has been married before, but I have not
- ☐ Both my spouse and I have been married before

9. If you are unaccompanied at this station, how frequently do you see your spouse? (Answer, then skip to Question 14.)

- ☐ Not applicable
- ☐ Several times a week
- ☐ Once a week
- ☐ Once a month
- ☐ 9 to 11 times a year
- ☐ 7 to 8 times a year
- ☐ 5 to 6 times a year
- ☐ 3 to 4 times a year
- ☐ 1 to 2 times a year

10. How long have you been involved in this relationship?

- ☐ Less than a month
- ☐ 1 to 3 months
- ☐ 4 to 6 months
- ☐ 7 to 12 months
- ☐ 13 to 23 months
- ☐ 2 to 5 years
- ☐ More than 5 years

11. Is your intimate partner:

- ☐ Also a Sailor
- ☐ A member of another military service
- ☐ A civilian

12. Does your intimate partner live:

- ☐ "Back home"
- ☐ At or near your duty station
- ☐ Other

13. If your intimate partner does not live in the area, how frequently are you able to see each other?

- ☐ Not applicable/on deployment
- ☐ Every day
- ☐ Several times a week
- ☐ Once a week
- ☐ Once a month
- ☐ 9 to 11 times a year
- ☐ 7 to 8 times a year
- ☐ 5 to 6 times a year
- ☐ 3 to 4 times a year
- ☐ 1 to 2 times a year

14. If you are married or have an intimate relationship, please use this scale to show how satisfied or dissatisfied you are with various aspects of this relationship.

	Completely dissatisfied	Dissatisfied	Neutral	Somewhat dissatisfied	Satisfied	Completely satisfied
a. The love and understanding you receive in this relationship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The communication within the relationship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The way conflicts are resolved with your partner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your partner's support of your military career?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The compatibility of interests between you and your partner?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The sexual aspect of your relationship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Your intimate relationship overall?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with:

- a. The love and understanding you receive in this relationship?
- b. The communication within the relationship?
- c. The way conflicts are resolved with your partner?
- d. Your partner's support of your military career?
- e. The compatibility of interests between you and your partner?
- f. The sexual aspect of your relationship?
- g. Your intimate relationship overall?

15. If your military duties took you away for 6 months or more, how capable do you think your spouse or partner would be to take full responsibility for the following?

	N/A	Extremely capable	Very capable	Capable	Not so capable	Not at all capable
a. Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family members' health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Family finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Managing the maintenance of your residence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Emotional or parenting matters	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Safety of family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Transportation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Investments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## RELATIONS WITH YOUR CHILDREN

The next group of questions have to do with your relations with your children. If you do not have children under age 18, skip to the following section, **RELATIONS WITH OTHER RELATIVES**, on Page 17.

1. If you have children from a previous marriage, which of the following best describes the legal custody status of those child(ren)?
  - ☐ Does not apply
  - ☐ Full custody of your child(ren)
  - ☐ Full custody of some of your children
  - ☐ Shared custody
  - ☐ No custody
2. How do you feel about your relations with your children who live with you in your household?
  - ☐ Not applicable, none
  - ☐ Terrible
  - ☐ Unhappy
  - ☐ Mostly unhappy
  - ☐ Neither unhappy nor pleased
  - ☐ Mostly pleased
  - ☐ Pleased
  - ☐ Delighted
3. How do you feel about your relations with your children who do not live with you?
  - ☐ Not applicable, none
  - ☐ Terrible
  - ☐ Unhappy
  - ☐ Mostly unhappy
  - ☐ Neither unhappy nor pleased
  - ☐ Mostly pleased
  - ☐ Pleased
  - ☐ Delighted
4. If you have school-age children who live with you, do they attend: (Mark ALL that apply.)
  - ☐ No school-age children
  - ☐ Public school in the community
  - ☐ DoD school for dependents
  - ☐ A church school
  - ☐ A private day school
  - ☐ A private boarding school
  - ☐ Other
5. If you have school-age children, how satisfied are you with the education your children are receiving?
  - ☐ No school-age children
  - ☐ Completely dissatisfied
  - ☐ Dissatisfied
  - ☐ Somewhat dissatisfied
  - ☐ Neutral
  - ☐ Somewhat satisfied
  - ☐ Satisfied
  - ☐ Completely satisfied

6. Now we would like you to tell us how satisfied or dissatisfied you are with various aspects of your relations with your children.

	Completely dissatisfied	Dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
a. The amount of time you have with your children?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The quality of time you spend with your children?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your overall relationship with your children?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with:

7. Next, how satisfied are you with:

	Completely dissatisfied	Dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
a. The military environment for raising children?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The activities available for children at your base?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If you do not have children who require child care, skip to Question 11 on Page 17.

8. Who is usually the primary care provider for your youngest child while you are on duty?
  - ☐ Private licensed facility
  - ☐ Civilian-operated family home care
  - ☐ At-home employee (nanny, au pair, etc.)
  - ☐ Relative or older siblings
  - ☐ Friend
  - ☐ Your spouse
  - ☐ Military Child Development Center
  - ☐ Base-operated family home care program
  - ☐ Other
9. What is your one most critical child care requirement?
  - ☐ Occasional babysitting
  - ☐ All day care for pre-school child
  - ☐ Before and/or after school
  - ☐ Overnight care
  - ☐ Extended care for several days
  - ☐ Access to care at any time
  - ☐ Sick child care
  - ☐ Other

10. Now we would like you to tell us how satisfied or dissatisfied you are with various aspects of child care for your child(ren).

	Completely dissatisfied	Dissatisfied	Neutral	Somewhat dissatisfied	Satisfied	Somewhat satisfied	Completely satisfied
a. The <b>qualifications</b> of the person(s) who cares for your child(ren) while you are on duty?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The <b>cost</b> of child care?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The <b>safety</b> of your child(ren) while they are with their child care provider?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The <b>overall</b> quality of child care received by your child(ren)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with:

- a. The **qualifications** of the person(s) who cares for your child(ren) while you are on duty?
- b. The **cost** of child care?
- c. The **safety** of your child(ren) while they are with their child care provider?
- d. The **overall** quality of child care received by your child(ren)?
11. If you were not in the Navy, do you think you would be able to spend more time or less time with your child(ren)?
- ☐ Much less time
- ☐ Considerably less time
- ☐ A little less time
- ☐ About the same
- ☐ A little more time
- ☐ Considerably more time
- ☐ Much more time

12. If you were not in the Navy, do you think your relationship with your child(ren) would be better or worse?

- ☐ A lot worse
- ☐ Considerably worse
- ☐ A little worse
- ☐ About the same
- ☐ A little better
- ☐ Considerably better
- ☐ A lot better

13. What effect does your relationship with your child(ren) have on your job performance?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

14. What effect does your relationship with your child(ren) have on your plans to remain in the Navy?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

15. If you had to be separated from your child(ren) for 6 months or more because of your military duties, who would care for them?

- ☐ No child(ren) under 18
- ☐ Spouse
- ☐ Immediate family member (for example, grandparent(s))
- ☐ Other family member
- ☐ Friend or neighbor
- ☐ Public agency
- ☐ Other

16. How sure are you that the person(s) named in Question 15 would adequately take care of your child(ren) in your absence?

- ☐ Not applicable
- ☐ Completely sure
- ☐ Very sure
- ☐ Somewhat sure
- ☐ Somewhat unsure
- ☐ Very unsure
- ☐ Completely unsure

## RELATIONS WITH OTHER RELATIVES

Questions in this section ask about your relations with other relatives, such as your parents, grandparents, brothers and sisters, and/or in-laws if you are married. If you have no other relatives, skip to **INCOME AND STANDARD OF LIVING** on Page 18.

1. How do you feel about your relations with your relatives at this time?

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. Is the amount of time you spend with the relatives listed below less than you would like, more than you would like, or about the right amount of time?

	Less than right	About right	More than right
a. Parent(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Grandparent(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Brother(s) and sister(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. In-laws	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Other close relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. Parent(s)
- b. Grandparent(s)
- c. Brother(s) and sister(s)
- d. In-laws
- e. Other close relatives

3. How far are your nearest relatives from your present duty station?

- ☐ Local area
- ☐ Within 100 miles
- ☐ Between 101 and 200 miles
- ☐ Between 201 and 500 miles
- ☐ Between 501 and 1,000 miles
- ☐ More than 1,000 miles

4. When you were growing up, did you live with a parent who was a career military member?

- ☐ No
- ☐ Yes, parent was in the Navy
- ☐ Yes, parent was in another service branch

5. Show how satisfied or dissatisfied you are with various aspects of your relationships with your relatives.

	Completely dissatisfied	Dissatisfied	Neutral	Somewhat dissatisfied	Somewhat satisfied	Satisfied	Completely satisfied
a. The amount of contact you have with your relatives?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The way your relatives get along with each other?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Their support of your military career?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your relatives' respect for your independence?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Relations with your relatives overall?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How satisfied are you with:

- a. The amount of contact you have with your relatives?
- b. The way your relatives get along with each other?
- c. Their support of your military career?
- d. Your relatives' respect for your independence?
- e. Relations with your relatives overall?

6. If you were not in the Navy, do you think your relations with your relatives would be better or worse?

- ☐ A lot worse
- ☐ Considerably worse
- ☐ A little worse
- ☐ About the same
- ☐ A little better
- ☐ Considerably better
- ☐ A lot better

7. What effect do relations with your relatives have on your job performance?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

8. What effect do relations with your relatives have on your plans to remain in the Navy?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

## INCOME AND STANDARD OF LIVING

Now, we would like you to consider your income and standard of living as these relate to your quality of life.

1. Overall, how do you feel about your current standard of living?

- ☐ Terrible
- ☐ Unhappy
- ☐ Mostly unhappy
- ☐ Neither unhappy nor pleased
- ☐ Mostly pleased
- ☐ Pleased
- ☐ Delighted

2. Have any of the following things happened to you since you have been at your present location? (Mark ALL that apply.)

- ☐ Indebtedness letter to your command
- ☐ Repossession of something purchased
- ☐ Bankruptcy
- ☐ Crisis loan from military relief organization
- ☐ Trouble over child support payments
- ☐ None of the above

3. Do you have outstanding student loans/debts from your education?

- ☐ Yes
- ☐ No (skip to Question 5)

4. How much do you currently owe for student loans?

- ☐ Nothing
- ☐ Under \$5,000
- ☐ \$5,000-\$10,000
- ☐ \$10,001-\$20,000
- ☐ \$20,001-\$30,000
- ☐ \$30,001-\$40,000
- ☐ \$40,001-\$50,000
- ☐ Over \$50,000

5. Which of the following best describes your own or your family's financial situation at this time?

- ☐ I/we can afford most of the things I/we want
- ☐ I/we can easily afford the things I/we need, plus some extras
- ☐ I/we can easily afford the things I/we need, but not extras
- ☐ I/we can barely afford the things I/we need
- ☐ I/we often cannot afford things that I/we need

6. Do you have a second (civilian) job?

- ☐ No, currently deployed (skip to #9)
- ☐ No, and I have not looked for one (skip to #9)
- ☐ No, but I'm trying to find one (skip to #9)
- ☐ Yes, working less than 10 hours per week
- ☐ Yes, working between 10 and 20 hours per week
- ☐ Yes, working between 21 and 30 hours per week
- ☐ Yes, working more than 30 hours per week



7. If you answered Yes, what's the main reason you have a second job?
- ☐ To prepare for my next career, gain experience
  - ☐ To pursue interest in a certain type of work
  - ☐ To earn additional income
  - ☐ To occupy my off duty time
  - ☐ I enjoy the work
  - ☐ Other
8. How many days do you usually work each week at your second job?
- ☐ One
  - ☐ Two
  - ☐ Three
  - ☐ Four
  - ☐ Five
  - ☐ Six
  - ☐ Seven
9. How much of your family's total income comes from your spouse?
- ☐ N/A, no spouse
  - ☐ None
  - ☐ Less than 20%
  - ☐ 20% to 40%
  - ☐ 41% to 60%
  - ☐ 61% to 80%
  - ☐ More than 80%
10. To what extent does the base exchange help you save money and make ends meet?
- ☐ A great deal
  - ☐ Quite a bit
  - ☐ Some
  - ☐ A little
  - ☐ Not at all
11. To what extent does the commissary help you save money and make ends meet?
- ☐ A great deal
  - ☐ Quite a bit
  - ☐ Some
  - ☐ A little
  - ☐ Not at all
12. Where does your family shop for food?
- ☐ Exclusively at the commissary
  - ☐ Mostly at the commissary
  - ☐ About 50-50 at the commissary and civilian stores
  - ☐ Mostly at civilian stores
  - ☐ Exclusively at civilian stores
13. Where does your family shop for clothing, personal items, and household items?
- ☐ Exclusively at the exchange
  - ☐ Mostly at the exchange
  - ☐ About 50-50 at the exchange and civilian stores
  - ☐ Mostly at civilian stores
  - ☐ Exclusively at civilian stores

Please use this scale to indicate how satisfied or dissatisfied you are with various aspects of your current financial situation.

14. How satisfied are you with:

- a. The money you have available for **essentials**?
- b. The money you have available for **extras**?
- c. The money you have available for **savings**?
- d. Your current financial situation **overall**?

15. If you own a car, how satisfied are you with the car you drive?

16. If you have a house or apartment, how satisfied are you with your household furnishings?

17. If you have children, how satisfied are you with what you can provide for your children?

18. If you were not in the Navy, would you be worse off or better off?

- ☐ A lot worse
- ☐ Considerably worse
- ☐ A little worse
- ☐ About the same
- ☐ A little better
- ☐ Considerably better
- ☐ A lot better

19. What effect does your financial situation have on your job performance?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

20. What effect does your financial situation have on your plans to remain in the Navy?

- ☐ Very positive effect
- ☐ Positive effect
- ☐ No effect
- ☐ Negative effect
- ☐ Very negative effect

	N/A	Completely dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Satisfied	Completely satisfied
a. The money you have available for <b>essentials</b> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The money you have available for <b>extras</b> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The money you have available for <b>savings</b> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your current financial situation <b>overall</b> ?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. If you own a car, how satisfied are you with the car you drive?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. If you have a house or apartment, how satisfied are you with your household furnishings?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. If you have children, how satisfied are you with what you can provide for your children?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



## YOUR MILITARY JOB

The following questions ask about several aspects of your current military job.

1. Overall, how are you feeling these days about your military job?

- ☐ Terrible  
☐ Unhappy  
☐ Mostly unhappy  
☐ Neither unhappy nor pleased  
☐ Mostly pleased  
☐ Pleased  
☐ Delighted

2. In a normal work week, how many hours do you work on your military job?

Hours

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

3. How many days do you usually work each week at your military job?

- ☐ One  
☐ Two  
☐ Three  
☐ Four  
☐ Five  
☐ Six  
☐ Seven

4. How well do you think your Navy training prepared you for your present job?

- ☐ Not at all  
☐ Barely  
☐ Somewhat  
☐ Pretty well  
☐ Completely

5. In your opinion, how well are most other members of your work group trained to do their jobs?

- ☐ Not at all  
☐ Barely  
☐ Somewhat  
☐ Pretty well  
☐ Completely

6. During the past year, did you entirely miss, arrive late, or have to leave early from a maneuver, exercise, or unit movement? (Mark ALL that apply.)

- ☐ Does not apply (no such events)  
☐ No, I was there when directed  
☐ Yes, I was late  
☐ Yes, I left early  
☐ Yes, I missed it entirely

7. If you answered Yes on Question 6, what was the main reason? (Mark ALL that apply.)

- ☐ Not applicable  
☐ I was sick  
☐ Someone in my family was sick  
☐ Personal or family business  
☐ Legal matter  
☐ I couldn't be reached  
☐ Other

If you are deployed (i.e., scheduled time away from homeport for 90 days or more), skip to Question 10 on Page 21.

8. In the past month, how much time did you take off from work for each of the following personal reasons? (Include time when you arrived late or left early, but not scheduled leave time.)

- a. Your education (if not part of your military duties)  
 b. Your transportation (e.g., your car wouldn't start)  
 c. Pregnancy (e.g., prenatal care or doctor visit)  
 d. Your health (sick or doctor/dentist appointment)  
 e. Personal business (e.g., financial matters)  
 f. Other personal reasons

None	Less than 1 hour	1-2 hours	3-4 hours	5-7 hours	1 day	2-5 days	More than 5 days
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. In the past month, how much time did you take off from work for each of the following family reasons? (Include time when you arrived late or left early, but not scheduled leave time.)

☐ Do not have family with me (skip to Question 10)

- a. Caring for children (e.g., a sick child, school visits, no sitter, discipline)  
 b. Helping spouse (e.g., illness or emotional problems)  
 c. Family business (e.g., financial or housing matters)  
 d. Family transportation  
 e. Other family matters

None	Less than 1 hour	1-2 hours	3-4 hours	5-7 hours	1 day	2-5 days	More than 5 days
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. If you are deployed, during the past month, how much time did you lose from your work due to each of the following personal reasons?

	None	Less than 1 hour	1-2 hours	3-4 hours	5-7 hours	1 day	2-5 days	More than 5 days
a. Your education (if not part of your military duties)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Emergency leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Medical or dental needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. If you have to deploy on short notice in the future, have you made provisions for each of the following? (Blacken the N/A circle for those that do not apply to you.)

	N/A	No	Yes
a. A will	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. A joint checking account	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. A power of attorney	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Storage of possessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Payment of bills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Child care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Elder care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Care for pets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Lease obligations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Management of investments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Modifying official records if necessary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. An updated SGLI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. An updated Page 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. During the past month, how often did each of the following happen while you were working?

	None of the time	A little of the time	Some of the time	Most of the time	All of the time
a. Your mind was not on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. You lost your temper	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. You accomplished less than you would like	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. You were not at your best	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. You were more likely to make mistakes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your performances were criticized by co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. You had problems with a superior	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Show how much you agree or disagree with each of the following statements.

	Completely disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Completely agree
a. I talk up the Navy to my friends as a great outfit to be associated with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I find my values and the Navy's values are very similar	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. There is not much to be gained by my sticking with the Navy indefinitely	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The Navy is the best of all places for me to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The major satisfaction in my life comes from my military job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The most important things that happen to me involve my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I'm really a perfectionist about my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I live, eat, and breathe my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Most things in life are more important than work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. I am very much involved personally in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Being a Sailor in the Navy is worth personal sacrifice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Please show how satisfied or dissatisfied you are with each of the following aspects of your job.

	Completely dissatisfied	Dissatisfied	Neutral	Somewhat dissatisfied	Satisfied	Somewhat satisfied	Completely satisfied
a. Your peers and co-workers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your pay and benefits?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The amount of support and guidance you receive from your supervisor?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The amount of job security you have?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The opportunity for personal growth and development on your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. The educational opportunities and support available to you (e.g., Montgomery GI Bill, PACE, Tuition Assistance)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. The degree of respect and fair treatment you receive from superiors?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. The amount of challenge in your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The feeling of accomplishment you get from doing your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The leadership provided by your superiors?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. The feedback you get from others?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. The amount of responsibility you have on your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Your job overall, considering all these different aspects?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Look at the five job statements below and indicate how often each is true of the job you have now. Then, show how often the statement would be true of your ideal job.

**Present Navy Job**

**Ideal Job**

Never	Seldom	Occasionally	Most of the time	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Never	Seldom	Occasionally	Most of the time	Always
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. I am able to do a lot of different things on my job  
 b. I get to decide on my own how to go about doing my work  
 c. I can see from the work itself how well I am doing  
 d. I do work that is important in the overall scheme of things  
 e. I get to completely finish the tasks I begin

16. Would you be more likely or less likely to have your ideal job now if you were a civilian?

- ☐ Much more likely  
☐ More likely  
☐ About equally likely  
☐ Less likely  
☐ Much less likely

17. What effect does your military job have on your plans to remain in the Navy?

- ☐ Very negative effect  
☐ Negative effect  
☐ No effect  
☐ Positive effect  
☐ Very positive effect

18. In your opinion, what is the one best thing about being a Sailor?

- ☐ A chance to serve your country  
☐ Job security  
☐ Pay and benefits  
☐ My shipmates  
☐ Travel and a chance to see the world  
☐ Adventure and excitement  
☐ Training and personal development  
☐ Opportunity to gain responsibility  
☐ Opportunity to develop leadership skills  
☐ Retirement options  
☐ Other

## YOURSELF

This section asks how you feel about you, your goals, and your personal development.

1. All in all, how are you feeling about yourself these days?

- ☐ Terrible  
☐ Unhappy  
☐ Mostly unhappy  
☐ Neither unhappy nor pleased  
☐ Mostly pleased  
☐ Pleased  
☐ Delighted

2. Do you feel that you are pretty much in control of your life?

- ☐ I am handling all areas of my life well  
☐ I am handling most areas of my life well  
☐ Some areas of my life seem out of control  
☐ Many areas of my life seem out of control  
☐ My life seems totally out of control

3. How about your work skills? Do you think your skills are:

- ☐ Readily marketable  
☐ Likely to be marketable  
☐ May or may not be marketable  
☐ Not likely to be marketable  
☐ Not marketable

4. Do you have access to the Internet/World Wide Web at work?

- ☐ Yes, as often as I need  
☐ Yes, fairly often  
☐ Yes, once in a while  
☐ No, not at all

5. Do you have access to e-mail at work?

- ☐ Yes, as often as I need  
☐ Yes, fairly often  
☐ Yes, once in a while  
☐ No, not at all

6. Do you own a personal computer (PC)?

- ☐ Yes  
☐ No

7. Do you plan on buying or upgrading a PC in the next year?

- ☐ Yes  
☐ No

8. Do you have access to the Internet/World Wide Web at home?

- ☐ Does not apply, no computer  
☐ Yes  
☐ No

9. Do you have access to e-mail at home?

- ☐ Does not apply, no computer  
☐ Yes  
☐ No

10. Since joining the Navy, have you:  
*(Mark ALL that apply to you.)*

- ☐ Completed your high school equivalency  
☐ Taken college courses  
☐ Begun a college degree program  
☐ Obtained an undergraduate college degree  
☐ Obtained a graduate or post-graduate degree  
☐ Taken personal enrichment class(es)

11. Please indicate how much you agree or disagree with each of the following statements.

- a. In uncertain times I usually expect the best  
b. It's easy for me to relax  
c. If something can go wrong for me, it will  
d. I always look on the bright side of things  
e. I'm always optimistic about my future  
f. I enjoy my friends a lot  
g. It's important for me to keep busy  
h. I hardly ever expect things to go my way  
i. Things never work out the way I want them to  
j. I don't get upset too easily  
k. I'm a believer in the idea that "every cloud has a silver lining"  
l. I rarely count on good things happening to me

Completely disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Completely agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Consider your personal development since joining the Navy. Do you think your personal development would have been better or worse if you had remained a civilian?

- ☐ A lot worse  
☐ Considerably worse  
☐ A little worse  
☐ About the same  
☐ A little better  
☐ Considerably better  
☐ A lot better

13. In the next question, please tell us how satisfied or dissatisfied you are with various aspects of your personal development.

How satisfied are you with:

- a. Your ability to get along with others?  
b. Your progress towards your personal goals?  
c. Your physical appearance?  
d. Your general competence?  
e. Your self discipline?  
f. Yourself overall?

Completely dissatisfied	Dissatisfied	Neutral	Somewhat dissatisfied	Somewhat satisfied	Satisfied	Completely satisfied
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. To what extent has life in the Navy helped you to fulfill each of the following?

- a. Your personal goals for this time in your life  
b. Your development as a person  
c. Living the values that are important to you  
d. Assuming desired levels of responsibility  
e. Increasing your financial status  
f. The opportunity to correct mistakes you have made in life  
g. Increasing your confidence in yourself

Not at all	Very little	A little	Somewhat	A lot	Quite a lot	A great deal
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. What effect does your personal development have on your job performance?

- ☐ Very positive effect  
☐ Positive effect  
☐ No effect  
☐ Negative effect  
☐ Very negative effect

16. What effect does your personal development have on your plans to remain in the Navy?

- ☐ Very positive effect  
☐ Positive effect  
☐ No effect  
☐ Negative effect  
☐ Very negative effect

## LIFE AS A WHOLE

Now, think once again about your life as a whole, considering all the different aspects of life that have been covered in this survey.

1. Please indicate how much you agree or disagree with each statement.

- a. In most ways, my life is close to ideal
- b. The conditions of my life are excellent
- c. I am satisfied with my life
- d. So far I have gotten the important things I want in life
- e. If I could live my life over, I would change almost nothing

Completely disagree	Disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Agree	Completely agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. How satisfied are you with your life overall?

- ☐ Completely dissatisfied
- ☐ Dissatisfied
- ☐ Somewhat dissatisfied
- ☐ Neither dissatisfied nor satisfied
- ☐ Mostly satisfied
- ☐ Satisfied
- ☐ Completely satisfied

3. Think of a friend that you know well and who is about your age. How does your life as a whole compare to your friend's life? Is your life:

- ☐ A lot worse
- ☐ Considerably worse
- ☐ A little worse
- ☐ About the same
- ☐ A little better
- ☐ Considerably better
- ☐ A lot better

***Thank you for your participation!***

## **Appendix B**

### **Enlisted And Officer Percentage Results Differences Between Stayers and Leavers**

**Table B-1.**  
**Ratings of Overall QOL and Domains**  
**by Enlisted Self-Projected Stayers and Leavers**

Domain	Stayers			Leavers		
	Positive	Neutral	Negative	Positive	Neutral	Negative
Overall QOL	55%	33%	12%	28%	32%	40%
Domain						
Residence	70%	17%	13%	63%	18%	19%
Neighborhood	68%	22%	10%	54%	24%	22%
Leisure and Recreation	68%	21%	11%	52%	25%	23%
Shipboard Life	28%	28%	44%	5%	14%	81%
Health	72%	20%	8%	58%	23%	19%
Friends and Friendships	74%	18%	8%	62%	26%	12%
Marriage/Intimate Relationship	85%	7%	8%	75%	12%	13%
Relationship with Children	89%	6%	5%	76%	14%	10%
Relationship with Relatives	78%	16%	6%	67%	19%	14%
Standard of Living/Income	41%	27%	32%	22%	21%	57%
Military Job	60%	22%	18%	23%	26%	51%
Personal Development	83%	13%	4%	67%	21%	12%

**Table B-2.**  
**Ratings of Overall QOL and Domains**  
**by Officer Self-Projected Stayers and Leavers**

Domain	Stayers			Leavers		
	Positive	Neutral	Negative	Positive	Neutral	Negative
Overall QOL	75%	21%	4%	49%	27%	24%
Domain						
Residence	80%	13%	7%	77%	12%	11%
Neighborhood	84%	13%	3%	81%	11%	8%
Leisure and Recreation	71%	20%	9%	63%	20%	17%
Shipboard Life	49%	19%	32%	18%	22%	60%
Health	82%	11%	7%	74%	15%	11%
Friends and Friendships	73%	19%	8%	64%	22%	14%
Marriage/Intimate Relationship	88%	8%	4%	83%	8%	9%
Relationship with Children	91%	8%	1%	86%	10%	4%
Relationship with Relatives	80%	14%	6%	77%	15%	8%
Standard of Living/Income	69%	20%	11%	64%	19%	17%
Military Job	76%	12%	12%	39%	24%	37%
Personal Development	91%	8%	1%	79%	16%	5%



**Table B-3.**  
**Shipboard Life: Ratings of Domain's Aspects**  
**by Enlisted Self-Projected Stayers and Leavers**

Aspect	Stayers			Leavers		
	Positive	Neutral	Negative	Positive	Neutral	Negative
Mess area and food	38%	17%	45%	19%	13%	68%
Working area	58%	19%	23%	33%	25%	42%
Berthing area	32%	13%	55%	14%	13%	73%
Showers and heads	27%	10%	63%	12%	11%	77%
Need for uncrowded conditions	25%	31%	44%	10%	24%	66%
Privacy	21%	18%	61%	6%	13%	81%
Get in touch with family/friends ashore	50%	14%	36%	28%	22%	50%
Feel part of work team/division	63%	18%	19%	39%	22%	39%
Get together with friends aboard ship	65%	20%	15%	41%	30%	29%
Gym/physical fitness equipment	64%	17%	19%	50%	19%	31%
Library multimedia resource center	49%	32%	19%	34%	33%	33%
Services offered on ship	56%	14%	30%	33%	20%	47%

**Table B-4.**  
**Military Job: Ratings of Domain's Aspects**  
**by Enlisted Self-Projected Stayers and Leavers**

Aspect	Stayers			Leavers		
	Positive	Neutral	Negative	Positive	Neutral	Negative
Peers and co-workers	67%	16%	17%	49%	22%	29%
Pay and benefits	35%	9%	56%	19%	8%	73%
Support and guidance from supervisor	55%	16%	29%	37%	18%	45%
Job security	81%	12%	7%	63%	23%	14%
Growth and development opportunities	61%	12%	27%	31%	22%	47%
Educational opportunities and support	72%	14%	14%	54%	20%	26%
Respect and fair treatment from superiors	62%	12%	26%	34%	14%	52%
Job challenge	70%	15%	15%	45%	23%	32%
Feelings of accomplishment	72%	11%	17%	45%	18%	37%
Leadership provided by superiors	57%	14%	29%	35%	17%	48%
Feedback gotten from others	60%	19%	21%	37%	29%	34%
Amount of responsibility	76%	13%	11%	58%	17%	25%

**Table B-5.**  
**Shipboard Life: Ratings of Domain's Aspects**  
**by OFFICER Self-Projected Stayers and Leavers**

Aspect	Stayers			Leavers		
	Positive	Neutral	Negative	Positive	Neutral	Negative
Mess area and food	63%	8%	29%	49%	9%	42%
Working area	67%	11%	22%	44%	13%	43%
Berthing area	58%	7%	35%	31%	14%	55%
Showers and heads	40%	11%	49%	27%	15%	58%
Need for uncrowded conditions	42%	24%	34%	29%	23%	48%
Privacy	39%	23%	38%	30%	23%	47%
Get in touch with family/friends ashore	64%	10%	26%	44%	15%	41%
Feel part of work team/division	84%	8%	8%	52%	22%	26%
Get together with friends aboard ship	67%	22%	11%	41%	32%	27%
Gym/physical fitness equipment	57%	10%	33%	45%	8%	47%
Library multimedia resource center	30%	33%	37%	24%	38%	38%
Services offered on ship	56%	18%	26%	28%	23%	49%

**Table B-6.**  
**Military Job: Ratings of Domain's Aspects**  
**by Officer Self-Projected Stayers and Leavers**

Aspect	Stayers			Leavers		
	Positive	Neutral	Negative	Positive	Neutral	Negative
Peers and co-workers	84%	6%	10%	74%	9%	17%
Pay and benefits	59%	6%	35%	49%	7%	44%
Support and guidance from supervisor	64%	13%	23%	45%	12%	43%
Job security	80%	7%	13%	73%	11%	16%
Growth and development opportunities	76%	7%	17%	40%	18%	42%
Educational opportunities and support	61%	21%	18%	40%	26%	34%
Respect and fair treatment from superiors	79%	6%	15%	57%	11%	32%
Job challenge	82%	8%	10%	65%	11%	24%
Feeling of accomplishment	80%	7%	13%	56%	7%	37%
Leadership provided by superiors	65%	10%	25%	42%	10%	48%
Feedback gotten from others	72%	13%	15%	51%	23%	26%
Amount of responsibility	86%	5%	9%	72%	11%	17%

## **Distribution List**

ARI  
ASN (M & RA)  
CNPC (PERS-6, P00JX)  
DMDC  
HQ Marines  
NAVFAC  
ONR (Code 34, 342)  
OSD (MC&FP)  
Purdue University  
TTCP